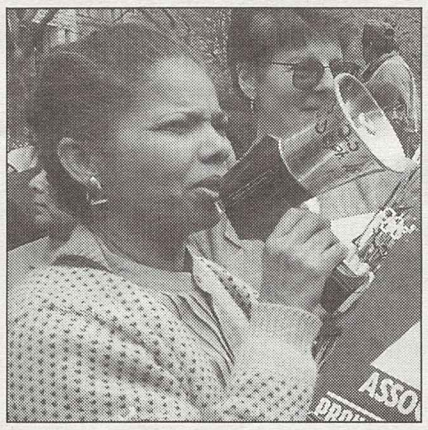
AFL-CIO NEWS

VOLUME 38, NUMBER 1 JANUARY 11, 1993



An associate membership program has given Ladies' Garment Workers a new tool for organizing. **See Page 5.**



Bill Burke/Page One Photography

Labor Secretary-designate Robert Reich, right, confers with Sen. John F. Kerry (D-Mass) before his Jan. 7 confirmation hearing. Kerry, Reich's host state senator, introduced the nominee to the Senate panel.

Reich: 'Workers are the economy'

By Rex Hardesty

Stating that ''the work force in many ways is the economy,'' Secretary of Labor-designate Robert Reich sailed through a three-hour Senate confirmation hearing that promised a return of the department to its proper role of advancing the interests of U.S. workers.

Reich reiterated the incoming Clinton administration's commitment to passage of the Workplace Fairness bill banning the ''permanent replacement'' of strikers, enactment of family and medical leave and job-creating public investment in infrastructure.

He said Clinton's support of the North American Free Trade Agreement was conditioned on improving the environmental and working standards provisions in the agreement bargained by President Bush.

The dominant theme for Reich — and for the senators who questioned him — was the Clinton administration's mission to restore the American standard of living, ensuring that the nation has enough good jobs for everyone.

A Republican, Sen. David Durenberger of Minnesota, expressed that concern in defining the celebrated new mega-mall in Minneapolis as a place ''where tourists from all over the world come to watch former IBM employees sell shoes.''

''The overarching goal is not only more jobs,'' Reich said, ''but higher-wage jobs and business organizations that foster such jobs by continuously upgrading their work forces and providing safe and rewarding work for all their employees.'' Reich also defined the corporation as ''a collection of human resources.''

Repeatedly calling for labor-management cooperation, Reich said the ''nation's best-run corporations'' have worker involvement in their processes, not just on work design but on new product ideas and marketing strategies. He cited as examples Saturn, the development of the Chrysler LH and some new programs at Boeing.

And he noted that the Occupational Safety and Health Reform Act pending in Congress provides for workplace committees that could provide ''preventive maintenance'' against inadequate safety and health protections. ''It's cruel to put it in economic terms, but the nation loses $80 billion a year'' to workplace deaths, injuries and disease, he said.

Reich deflected the suggestion that the recent Electromation decision would ''imperil workplace cooperation committees'' as violations of the ban on company unions in federal labor law, pointing out that the National Labor Relations Board made a ''very narrow decision.''

The case involved ''action commit-

Continued on Page 8

NFL players win rights, 7-year pact

Free agency prevails after judge's threat

By James B. Parks

A Super Bowl victory of sorts was shared by all professional football players Jan. 6 when they ended their long struggle with National Football League owners, winning a seven-year agreement that grants free agency to the players.

The settlement is expected to lead to the re-establishment of the NFL Players Association as a union with a contract extending through the 1999 season, Players Association attorney Jim Quinn and NFL Commissioner Paul Tagliabue said in a joint statement.

The NFLPA has tried for an equitable settlement since 1987, when a 24-day, three-game strike failed to bring the owners to productive bargaining. During subsequent court deliberations, the NFLPA decertified itself as a union so the court could not say the owners' monopoly power over the players was the product of a ''voluntary'' arrangement.

The NFLPA is part of the Professional Athletes, an AFL-CIO affiliate. Both are headed by AFL-CIO Vice President Gene Upshaw.

The 1987 strike received the massive support of organized labor through the AFL-CIO Strategic Approaches Committee. Owner actions added an important dimension to the definition of ''replacement workers'' when the NFL, normally so proud of its traditions and the quality of play, defiled its product by putting uniforms on scabs for three games.

Immediately after the strike, Upshaw announced a strategy of aggressive court testing of the NFL employers' ability to bind a player to one team for

Continued on Page 2

U.S., Mexican workers, betrayed by Zenith, pledge solidarity

By John R. Oravec

Thousands of displaced Zenith Electronics Corp. workers in Springfield, Mo., know firsthand what 1,000 Mexican workers are going through since Zenith laid them off in Matamoros.

They, too, were betrayed by Zenith.

That is what a workers' delegation from Matamoros told members of the Electrical Workers on a visit to Missouri in an effort to open lines of communication and build union solidarity on both sides of the border.

For members of IBEW Local 1453 in Springfield, employment at the Zenith plant is down to 500 from more than 4,000 in the mid-1970s, when the corporation began shifting production to Matamoros in quest of cheaper wages. Zenith fired 1,500 Springfield workers a year ago in preparation to shut down the last U.S. television manufacturing facility.

Now Zenith is eliminating jobs at its Matamoros maquiladora plant, where some workers earned more than $1 an hour. The corporation is moving the jobs to its Reynosa and Chihuahua maquiladoras, where pay scales range from 64 cents to 84 cents an hour.

It's another chapter in the story of the many U.S.-based multinational corporations that keep moving anyplace they can pay cheaper wages.

And it's further evidence of what is in store for many thousands of workers on both sides of the border if the North American Free Trade Agreement is approved by Congress, U.S. workers repeatedly have told Congress.

At Senate hearings last year, they warned that the flawed NAFTA deal, which the lame-duck Bush administration negotiated and signed Dec. 17, will only speed up the loss of American jobs and wages while exploiting the poverty pay of Mexican workers.

Unions have pointed out in congressional testimony that more than 500,000 U.S. factory jobs have already been shipped to Mexico by American multi-

Continued on Page 6

Players victorious after five years

Continued from Page 1

life. Professional athletes in both baseball and basketball already had variations of free agency rights.

Once ratified, the new agreement will run through the 1999 season and includes the draft for the year 2000.

"Both sides demonstrated in recent months a willingness to compromise for the good of the NFL and its fans," Quinn and Tagliabue said. "This agreement will permit the league and its players to prosper and allow the fans to focus on and enjoy NFL football through the remainder of the decade."

U.S. District Judge David Doty, who was handling lawsuits brought by various players against the monopoly power of the NFL, had warned the negotiators that he would impose a settlement neither side would like if they did not reach agreement by Jan. 6.

Since all player contracts expire Feb. 1, some players will probably change clubs for next year as they exercise their new freedom to negotiate the best deal possible from other employers. Players with at least five years of experience qualify for unrestricted free agency if their individual contracts have expired. The free agent signing period will run from approximately March 1 to July 15 each year.

If a player has not signed with another team before the deadline, his original club can retain rights to him for a year if it pays him 110 percent of his last contract.

Each team can exempt one player from free agency for the duration of his career by designating him as a "franchise player" and offering him a contract paying at least the average of the five highest paid players at his position.

In the first year of the agreement, teams also have the right to match offers made to two more of its free agents by offering a contract at the average paid the top 10 players at those positions. In the second year, the team has the right to match the offer under the same conditions for only one free agent, in addition to keeping its "franchise player."

Teams retain exclusive rights to players in their first three years in the league. Prior to becoming unrestricted free agents, the players will fall under a modified system of compensation and right of first refusal.

"Both sides seemed somewhat unhappy with the result, leading me to believe that it is a good mutual settlement."

— Judge David Doty

The agreement imposes a salary cap if player costs reach 67 percent of the NFL's gross revenues. If the salary cap is triggered, the new cap will be 64 percent, 63 percent and 62 percent, respectively, in the succeeding years.

The agreement also reduces the draft of college players from 11 rounds to seven, with a compensatory eighth round for teams that lose free agents. An annual $2 million salary cap per team will apply to first-year players, with rookie signing bonuses pro-rated over the life of the contract.

The NFL further agreed to pay about $195 million in damages and attorney fees to settle outstanding litigation.

Doty took jurisdiction in the dispute when a jury ruled last summer the NFL's limited free agency system violated antitrust law, spawning a number of antitrust suits. However, the jury also said the league had the right to establish rules that would preserve competitive balance.

"The parties of the NFL litigation have settled their disputes," Doty said in a statement released in Minneapolis. "I have congratulated them on this momentous occasion and have expressed my appreciation to them for their hard work and spirit of cooperation that has led to the agreement.

"Both sides seemed somewhat unhappy with the result, leading me to believe that it is a good mutual settlement."

The two sides reached basically the same agreement Dec. 22, but the owners reneged after a few hardliners refused to accept the provisions on free agency, lawyers for the players said.

At the last minute, the owners claimed the players had agreed to a system under which the rights to a player would revert to his original team if he did not receive an offer from another team in 90 days.

The NFLPA said it had not agreed to such a provision because that would gut the concept of free agency and allow owners, through collusion, to corrupt and to manipulate the process.

Frontier workers win NLRB case on pension fund

Las Vegas

The National Labor Relations Board has ruled that the Frontier Hotel committed an unfair labor practice when it unilaterally stopped making pension contributions for the members of the Hotel Employees and Restaurant Employees in June 1990.

The board acted Dec. 7 to uphold the administrative law judge's findings and ordered management to post its pledge to stop illegal actions. In addition to the pension fund violations, Frontier also violated the law by harassing employees exercising their union rights and banning union representatives from the premises, the board said.

Like many other recent NLRB actions, however, the finding is not timely. The law judge ruled in December 1991 on a case heard in March 1991 on charges first brought in November 1989 and consolidated with three other NLRB complaints issued in 1991. These were principal concerns that forced 550 Frontier employees to go on strike in September 1991.

"The NLRB finding is a tremendous lift to our members," said HERE Western Vice President John Wilhelm. "It brings the force of law against the unfair labor practices that caused this unfortunate situation."

The solidarity of those workers —not a single striker has returned to work and 16 months later more than 90 percent still report for 30 hours of picket duty a week — has brought a growing national response to their plight.

Other Las Vegas employers show a growing impatience with the intransigence of the Elardi family that owns Frontier and unionists nationwide have rallied support via the AFL-CIO Strategic Approaches Committee.

The national finding in the unfair labor practice case came on a ruling of a three-member panel and involved throwing out the Elardi claim that ceasing to make the pension contributions did not violate federal labor law because the HERE unit has supervisors in it.

The jobs in the unit are the same, the NLRB found, as in 1984 when a predecessor contract was signed by Summa Corp., the previous owner whose five-year contract was voluntarily accepted by the Elardis when they bought the casino in 1988.

A Dec. 5, 1992, Desert Solidarity Day rally in Las Vegas drew more than 20,000 supporters from across the nation to support of the Frontier strikers, who include members of the Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780 in addition to two HERE locals.

Workers all set to roll Pittsburgh presses

Stopped eight months, the presses will begin rolling next week in Pittsburgh in the wake of the U.S. Justice Department's approval of the sale of the Pittsburgh Press, which followed the ratification of new contracts by members of 10 unions.

The paper's new owners, Toledo-based Blade Communications Inc., said it will begin publication Jan. 18 with one newspaper, the Blade-owned morning Post-Gazette. The afternoon Press will be closed and about 80 of the 212 non-union editorial employees at the Press will be hired to work at the Post-Gazette, where the Newspaper Guild represents the editorial staff.

The Press published and distributed the Post-Gazette under a joint operating agreement. Cincinnati-based E.W. Scripps Co. sold the Press to Blade for an estimated $100 million in cash and stock and a smaller newspaper in Monterey County, Calif.

"Nobody likes to see a work stoppage, but it appears this one was absolutely necessary," said Joseph Molinero, president of Teamsters Local 211. "We just want to get the paper back on the street and give the people of Allegheny County the quality newspaper they deserve."

The key to the success of the strike, Molinero said, was the solidarity displayed by the striking unions, the community and organized labor in general.

Justice's Dec. 30 approval was the only remaining obstacle to publication after all 10 unions overwhelmingly ratified a five-year contract with Blade, ending a six-month lockout. IBT President Ron Carey had urged U.S. Attorney General William Barr to expedite the action.

About 600 members of Teamsters Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions. The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and Post-Gazette that would have cost some 450 IBT jobs.

Under the new contract, all distribution functions will be carried out by the IBT and cannot be contracted out to non-union personnel. Each union negotiated detailed plans to control job losses. The IBT agreement guarantees that no more than 260 drivers will be eliminated from the current 627.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 1 — MONDAY, JANUARY 11, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
William H. Wynn
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Edward T. Hanley
John DeConcini
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Angelo Fosco
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey

UAW, Navistar reach accord on retiree health funds

The UAW has reached an understanding with Navistar International Corp. over ways to fund health care benefits for some 63,000 retirees and their families.

"After performing a detailed analysis of the company's financial situation," UAW Secretary-Treasurer Bill Casstevens said, "we reluctantly concluded that unless current retiree health care benefit levels were modified, Navistar would be forced to liquidate the company through bankruptcy.

"Given the very poor business conditions resulting from 12 years of deeply flawed Reagan-Bush economic and trade policies and...our nation's inefficient and costly health care system...we have crafted the best possible solution to the difficulties facing our members at Navistar and the company," said Casstevens, who directs the union's Navistar Department.

"The situation we face at Navistar is compelling evidence that national health care reform must be achieved if we are to maintain a healthy industrial base and preserve a middle-class standard of living for America's workers."

— UAW Secretary-Treasurer Bill Casstevens

Although details of the revised medical and life insurance benefits are being finalized, Casstevens told union members in a letter that the company's liability for health care will be reduced from $2.6 billion to $1 billion by a combination of retiree co-payments, deductibles, premium sharing and the elimination of some benefits, including dental care and vision care.

The company agreed to provide the new retiree health care and life insurance benefits on a lifetime basis. The UAW had filed suit to prevent Navistar from unilaterally cutting the benefits.

In return for the workers' concessions, Navistar will issue 255 million new shares of common stock that would go into a trust fund to improve benefits or reduce retiree costs. The agreement is subject to review by representatives of the other retiree groups, the U.S. District Court and regulatory agencies.

"While this new understanding means some changes and sacrifices for UAW Navistar members, the alternatives were clearly worse," Casstevens said.

"At the same time," he said, "the situation we face at Navistar is compelling evidence that national health care reform must be achieved if we are to maintain a healthy industrial base and preserve a middle-class standard of living for America's workers."

Candy maker joins boycott of Diamond

The Teamsters' international campaign against Diamond Walnut Growers Inc. picked up a major participant when the Archibald Candy Corp., the nation's largest candy chain, announced it would no longer buy walnuts from Diamond.

"In light of the concerns raised by this situation, it is our intention to continue to seek other sources of this product until this matter is resolved," Archibald's CEO Richard M. Peritz said in a letter to the IBT.

The decision by Archibald, which owns Fanny May and Fanny Farmer candies, is expected to have a major impact on Diamond Walnut sales, the IBT said.

More than 500 IBT members walked out Sept. 4, 1991, after the company demanded significant wage and benefit concessions. In 1986, the workers had absorbed a 30 percent wage cut to save the company from bankruptcy, with the expectation that 1991 negotiations would bring a chance to catch up, said Alex Ybarrolaza, boycott coordinator for IBT Local 601.

Instead, they were greeted by demands for new concessions. That came after a five-year period in which the company grew into a Fortune 500 multinational corporation. While company profits rose dramatically, workers lost almost 600 jobs.

Concerned over Diamond's unfair treatment of its predominantly female and minority work force, community, religious, civic, labor, agricultural and consumer groups have urged the company to rehire the workers and negotiate a fair contract.

Diamond Walnut's work force is 70 percent female, 50 percent Hispanic, 15 percent black and 15 percent Indian or Pakistani. Some 40 percent are single mothers.

The Archibald announcement is part of the expanding international corporate campaign against the company. British trade unions and French farmers are supporting an international boycott of Diamond Walnuts. About 40 percent of its sales are in European exports.

The Teamsters also conducted a holiday season informational campaign to alert consumers to Diamond's mistreatment of employees, including leafletting in five cities outside productions of the Nutcracker Suite ballet.



Linda Schaefer

A trumpet-playing Teamsters nutcracker informs ballet-goers in Atlanta about Diamond Walnut Growers' mistreatment of workers.

Sea-Land pact adds security to office jobs

Edison, N.J.

The Office and Professional Employees gained a 44-month contract agreement with Sea-Land Service Inc. that guarantees job security for the company's office workers.

"Job security was our No. 1 issue," said OPEIU President John Kelly in explaining that the new contract is designed to staunch the flow of Sea-Land jobs from unionized sites.

"We now have a union wage of approximately $21 per hour and could have negotiated up to $25 hourly with vastly improved fringe benefits. But what good would it do, if there were no jobs left?," Kelly said.

The company agreed not to lay off or fire any of the workers for economic reasons during the contract, which expires Aug. 31, 1996. If the company terminates a protected worker without just cause, it must continue paying the worker's full salary for the rest of the term, plus severance pay.

"This new job security clause — unprecedented in shipping and most industries for administrative and clerical employees — covers senior employees who will remain at their respective ports after the completion of the company's centralization plan," Kelly explained.

The contract, negotiated with assistance from the Federal Mediation and Conciliation Service, provides annual wage increases of 3 percent starting Sept. 1 and cost of living adjustments on a periodic basis.

It also calls for the awarding of shares of common stock in CSX Corp., the company's parent, to individual ESOP accounts of union members, contingent upon the achievement of Sea-Land's financial goals. The company has achieved a steady financial growth during the past several years, the union noted.

Sea-Land has in recent years shifted about 300 jobs from ports in Baltimore, Houston, Elizabeth, N.J., Long Beach, Calif., and Tacoma, Wash., to ports in the Sun Belt, where it can pay non-union workers lower wages.

In September, the company began moving 180 positions to a new cargo claims center in Dallas. Two years ago, the company moved about 125 clerical jobs to Charlotte, N.C., citing a need to decentralize operations.

With 87 vessels that it owns or leases, Sea-Land is the world's largest container shipping company. The CSX transportation conglomerate is based in Richmond, Va.

Cuban repression draws Kirkland rebuke

In a letter to Cuban President Fidel Castro, AFL-CIO President Lane Kirkland expressed outrage over recent government attacks on union and human rights activists.

He protested the Cuban government's harsh repression of the freedom of association and basic human rights and demanded the release of activists beaten and arrested the night of Dec. 10.

Kirkland also called upon the United Nations, its agencies and the international free trade union movement to join in the condemnation of the brutal violation of human rights in Cuba.

The victims of this latest wave of government-sponsored violence were Elizardo Sánchez Santa Cruz, president of the Cuban Commission for Human Rights and National Reconciliation; Aída Valdés Santana, an officer of the Trade Union of Cuban Workers; Gustavo Arcos Bergnes, president of the Cuban Committee for Human Rights; and Rodolfo González and Jesús Yañes Pelletier, two human rights activists.

Sánchez was at a friend's apartment Dec. 10 when a group of civilians, members of the "Rapid Action Brigades," entered the premises without legal cause or explanation. He was beaten unconscious and taken to a military hospital by state security officers.

In separate incidents that same evening, government-controlled demonstrators staged "acts of repudiation" at Sánchez's home. His private files were ransacked and records of Cuban human rights violations were confiscated.

Arcos's home was surrounded by plainclothes police shouting obscenities and the house was cordoned off. Valdés and Yañes were beaten as they were leaving the Arcos house. Shortly thereafter Valdés was arrested. González also was arrested and his whereabouts are still unknown.

Nurses report understaffing is major ill

By Sharolyn A. Rosier

America's nurses are facing a 50 percent higher than normal patient load because of chronic short-staffing, a survey of nurses by the Service Employees reveals.

"We cannot afford to repeat the mistakes of the past and try to control costs by eliminating more and more caregivers while hiring more managers and administrative personnel," said SEIU President John J. Sweeney, who also chairs the AFL-CIO health care committee.

"At a time when the nation is finally considering comprehensive health care reform, the National Nurse Survey raises serious questions about the quality of care for patients, and the quality of worklife for the more than 2 million nurses who make up one-fourth of our nation's health care work force," Sweeney said.

The union surveyed more than 10,000 nurses in 1,300 hospitals and nursing homes in 30 states. Seven out of 10 survey respondents — 69 percent — report that current staffing levels are inadequate.

In a 1991 survey by U.S. News and World Report, 1,000 top physicians from the nation's best hospitals rated the roles of nurses in overall patient care second in importance only to the caliber of the medical staff.

Health care employment has increased steadily over the past decade. However, in hospitals, three-quarters of the jobs added between 1981 and 1991 went not to more patient care staff but to increasing numbers of administrative and technical personnel.

Registered nurse positions eventually were increased by 31 percent, the report says, but it wasn't enough to make up the difference in the face of additional new workloads driven by sicker patients, an increasingly aging population, chronic conditions such as AIDS and more sophisticated medical technology.

Short-staffing is a major factor in the dissatisfaction of nurses with their work, according to the survey. Two out of three say they are ready to leave either their current job or the profession altogether. Half the respondents say "they would not advise a child, close friend or a relative to enter the nursing profession."

Other major findings include:

- Misuse of nurses and their skills by health care administrators.
- Decreased quality of patient care.
- Short-sighted personnel policies by hospital administrators.
- High rates of stress and stress-related illness among nurses because of short-staffing.

The situation is worse in nursing homes, where 86 percent of nurses reported short-staffing. The problem has prompted a legislative campaign in Pennsylvania for a "Nursing Home Worker Bill of Rights," which would include adequate staffing.

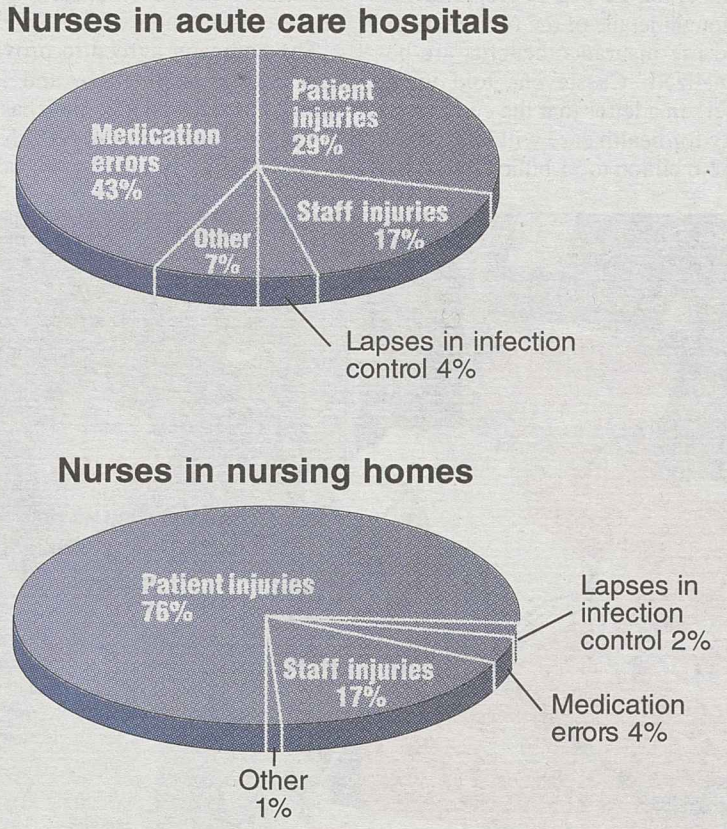
The union will begin to press for federal studies to develop standards for staffing and will encourage states to establish minimum staffing levels through legislation, Sweeney said.

The federal government will be asked to establish regulations governing "floating" practices and requiring that nurses and other health care workers be given "ongoing, formal roles in monitoring and evaluating staffing levels," he said.

In addition, the union said it would seek from the Occupational Safety and Health Administration the development of a comprehensive approach to addressing the occupational hazards that affect nurses.

The study concludes that "national health care reform will bring even stronger cost containment and a reorganized delivery system. But a succession of polls have shown that Americans are most concerned about keeping their high-quality health care and want strong assurances that quality will not be compromised under health care reform."

The most frequent type of incident reports caused by insufficient staffing



Source: SEIU National Nurse Survey

Baptist Home union-busting efforts assailed

Nursing home workers supported by NLRB

Unfair labor practice charges filed by Food and Commercial Workers Local 204 against Bethea Baptist Home, a division of South Carolina Baptist Ministries for the Aging of Darlington, S.C., have been upheld by a National Labor Relations Board administrative law judge.

"It is both ironic and oddly appropriate that the Bethea Baptist Home is owned and controlled by the South Carolina Baptist Convention, because this is a modern-day version of the biblical David vs. Goliath story," said Eileen Hanson, business representative of UFCW Local 204.

"These employees, mostly low-income African-American women, went up against one of the most powerful institutions in this state — and their legal slingshot brought the force of the law behind them," she said.

The ruling by NLRB Administrative Law Judge J. Pargen Robinson found Bethea guilty of the following activities:

- Interrogating employees during Local 204's organizing campaign in 1989, and threatening them with loss of benefits, reprisals and stricter enforcement of work rules.
- Discriminating against union supporters — specifically illegal discharge.
- Bargaining in bad faith with UFCW Local 204, unilaterally changing working conditions, withholding annual wage increases from union employees in January 1990 and 1991, refusing to bargain with the union, refusing to furnish necessary information to the union and denying the union representative access to the facility in order to investigate a grievance.

"This decision actually marks the third time these courageous workers succeeded in exposing the discriminatory, abusive and hypocritical employment practices of Bethea Baptist Home," Hanson noted.

In 1990, Bethea paid 46 employees approximately $100,000 in damages to settle a lawsuit alleging race and sex discrimination.

The settlement also forced the home to desegregate its dining and bathroom facilities. And in March 1992, 29 workers received $45,000 in damage awards to settle a suit charging Bethea forced employees to work "off-the-clock."

But Bethea workers still don't have the union they voted for in 1989, reminding UFCW observers that current U.S. labor law rewards employer non-compliance.

The company also has enlisted the help of a South Carolina union-busting law firm.

"I find it difficult to imagine that they (the South Carolina Baptist Convention members) would tolerate their offerings and tithes going to pay the fees of high-priced, union-busting lawyers, rather than for the care of the ill and elderly residents of the nursing home," Hanson said.

— Sharolyn A. Rosier

Pay equity conference looks to Canada

Working women in the United States can learn from the experiences of their sisters in Canada, a bilateral conference on pay equity was told.

The goal of the U.S.-Canada Conference on Pay Equity, said Susan Bianchi-Sand, executive director of the National Committee on Pay Equity, "is to import the expertise and wisdom of our northern neighbors, and by learning from their experiences, rejuvenate the fight for pay equity here in the United States."

"When every worker has pay equity, our families will be stronger and so will our economy," said Bianchi-Sand, former president of the Flight Attendants.

Ontario in 1987 enacted a Pay Equity Act that proactively requires all private and public employers to implement a pay equity plan to ensure that women are paid the same as men in jobs of similar value.

More than 800 U.S. corporations have facilities in Ontario. Conferees participated in workshops that examined for the first time the impact of this legislation on the companies and workers of Ontario and how Ontario's experience may be used in equalizing wages in the U.S.

"Alaska, Pennsylvania and Michigan are the only states with legislation pending to extend equal pay laws to include comparable worth," said keynote speaker Linda Tarr-Whelan, president of the Center for Policy Alternatives. Michigan's Pay Equity Coalition is led by former UAW Vice President Olga Madar.

In the public sector, only six states — Iowa, Minnesota, Washington, New York, Oregon and Wisconsin — have implemented a pay equity plan.

"We must seize the moment and reframe the issue as part of the economic debate and reach and mobilize women on what their voices tell us — unequal pay makes them angry and they are ready to do something about it," she concluded.

District of Columbia Delegate Eleanor Holmes Norton received the Pay Equity Award at the conference, held in Washington.

ILGWU improves AIM, gains organizing tool

Associate members help unions grow

By Muriel H. Cooper

Ladies' Garment Workers organizer Stella Lindsey has been trying for years to help workers exploited by the owner of Attic Babies, a doll manufacturing facility in Drumright, Okla.

The workers, paid minimum wage to make dolls that sell for as much as $200 each, sought help from the ILGWU after getting no satisfaction in complaints about filthy restrooms, a lack of drinking water, health reactions from improper ventilation and the lack of adequate equipment to work with harsh chemicals.

So far, union representation has been denied through an intimidation program launched by the owner of the multi-million-dollar business. She got the local sheriff to patrol the work aisles and workers' break areas, displayed obscene signs outside the plant and hired attorneys to orchestrate her hate-union campaign.



Cara Metz/ILGWU

AIM Chapter President Amira Barros helps to rally support for flower vendors in New York.

Fighting anti-unionism

But Lindsey knows it's only a matter of time before the owner's heavy-handed tactics will backfire, when workers will gain enough confidence in the strength of union that they will cast off the bonds of their servitude.

In the interim, with the encouragement of several workers and community supporters, Lindsey helped to organize a local chapter of the ILGWU's Associate International Member program.

Today, AIM Chapter 16 has 25 members — "janitors, truckers, nursing home and Attic Babies employees," she said.

AIM, begun by the ILGWU five years ago, helps the union attract new members by bringing some benefits to workers who, for whatever reason, can't have the protection of a union or a collective bargaining agreement. Nationwide, it now boasts 2,000 members with 20 chapters.

Besides offering AFL-CIO Union Privilege benefits to assist with home purchases, life insurance and legal services, AIM organizes a Worker Family Education Program, designed to teach English as a second language, and skills training.

AIM Director Marty Berger said "extending the family of membership is what AIM is all about. The ILGWU has always worked hard to represent members' interest and provide vital benefits. AIM is an extension of that work."

Responding to change

The ILGWU is not alone in bringing associate memberships to workers who don't have the opportunity to join a union. Other unions and the AFL-CIO have sought to answer the challenge of the federation's landmark 1985 report, "The Changing Situation of Workers and Their Unions," which urged innovation in expanding membership.

Union Privilege is among the innovations created by the AFL-CIO, and unions are using that benefits package not only to expand the union advantage for their own members, but to reach other workers as well.

Incorporating Union Privilege, associate membership programs embrace workers who have left union jobs, workers in employment where full collective bargaining rights are not allowed by law or workers whose numbers don't yet equal the majority necessary for full union representation.

The United States and Canada are virtually alone among industrialized nations in their labor law of exclusive recognition, an "all-or-nothing" structure in which union representation is denied a minority, even if it's a 49.9 percent minority.

"Unions don't have the luxury anymore of walking away from lost campaigns," said Berger, who sees the associate membership program as the stepping stone to full union membership. Says Lindsey, "It just thrills Marty to death to lose AIM members to a local."

That happened to AIM chapters in Matawan-Aberdeen, N.J., and Poplar Bluff, Mo., when they converted to full ILGWU membership. The program has been especially successful in gaining members among recent immigrants on the East and West coasts.

The Union y Progreso chapter in New York is responsible for creating a program to assist the Mexican flower vendors — a group that has been fighting police harassment.

State and local AFL-CIOs have turned to associate membership programs to assist their union-building efforts. The Montana Family Union has joined Native Americans, conservationists, senior citizens, ranchers and farm workers in an effort to increase economic development in the state.

The National Association of Working Americans is helping the Cincinnati AFL-CIO to introduce the union advantage to those workers not represented.

The California Immigrant Workers Association has assisted in numerous organizing drives among Hispanics in the Los Angeles area, including a group of more than 4,000 drywallers who formed a Carpenters local.

Using Union Privilege

Most associate membership programs use some variation of Union Privilege. "Our goal is to provide a tool to the union to help them in their goals," said Iles Minoff, special assistant to Union Privilege President David Silberman.

"We have to find out what does and doesn't work for various unions," said Minoff. "For example, the Air Line Pilots' program goal is to increase the level of support among non-union pilots. The Ladies' Garment Workers are more focused on organizing workers in workplaces that never before had the benefit."

Associate membership is just the ticket for that effort, said the ILGWU's Lindsey. "It's organizing in an indirect, slow-and-easy education project, and it works," she said.

Mandatory alcohol tests called violation of worker rights

By Colleen M. O'Neill

The Department of Transportation has issued proposed mandatory alcohol testing rules that expands "a program that already is trampling on the rights of transportation workers," said Ed Wytkind, executive director of the AFL-CIO Transportation Trades Department.

"There is no scientific basis for expanding the drug program to include alcohol," he said.

The standard, proposed 14 months after passage of The Omnibus Transportation Employee Testing Act of 1991, dictates the conditions for random alcohol testing of workers in safety-sensitive positions.

Drug-testing rules now in place for 4 million transportation workers would be extended to cover 3 million more workers who are interstate bus and truck drivers.

The AFL-CIO has expressed opposition to such random test programs, citing the high numbers of false positives and violation of the right to privacy. An Executive Council statement in 1989 pointed out the need to protect workers from "alcohol or drug screening that does not respect" their rights and dignity.

Little incidence of drug use among transportation workers has been shown. In 1991, flight crews had a 0.039 percent rate of positive drug test results. For railroad workers, the rate was 0.09 percent.

In policy recommendations to President-elect Clinton's transition team, the TTD noted that current federal testing policies are punitive in nature and do not afford workers testing positive a fighting chance to seek the necessary peer counseling, education and rehabilitation to return to service as productive employees.

In citing unreasonably high expectations of positive results, Reagan-Bush transportation officials created a climate of hysteria that painted transportation workers as the bad guys, despite the fact that the incidence of positive tests has been almost negligible.

In 1991, for example, flight crews had a 0.039 percent rate of positive drug test results. For railroad workers subject to the Hours of Service Act, the rate was 0.09 percent.

DOT would prohibit employees from carrying out safety-sensitive duties when test results indicate a breath alcohol concentration of 0.04 or greater; within four hours of using alcohol; while using alcohol on the job; during eight hours after an accident; while behavior or appearance is characteristic of alcohol misuse; and if a worker refuses to submit to tests.

Under the proposed rules, employers would be required to conduct pre-employment, reasonable suspicion, post-accident, random, return-to-duty and follow-up alcohol testing with evidential breath-testing devices.

The TTD has said the minimal positive results of random testing have not justified the intrusion on privacy or the economic burden — transportation companies spend several million dollars annually to administer random drug tests to 50 percent of employees.

If the program cannot be scrapped outright, officials said, lowering the mandated testing level to 10 percent of employees would reduce the invasion of privacy and the financial burden without diminishing the deterrent effect of random testing desired by its proponents.

Zenith's betrayal is omen of NAFTA impact

Continued from Page 1

nationals. The forecasts are that another half-million jobs will be lost under Bush's NAFTA deal.

The dangers of U.S. job loss were underscored Dec. 30 when 81 workers, members of the Teamsters, gathered in front of Hasbro Toy Corp. headquarters in Pawtucket, R.I., to protest being locked out during contract negotiations. Hasbro officials have said they will take advantage of the NAFTA and move their warehouse and manufacturing operations to Mexico, throwing more than 400 out of work.

Zenith operates several subsidiaries in Mexico that employ some 20,000 workers, according to industrial association and labor analysts.

Addressing the Job Council of the Ozarks, the Mexican worker delegation said Zenith is evading Mexico's labor laws and flaunting community responsibilities.

''When companies like Zenith move to Mexico, they forcibly sweep Mexican workers back into the 19th century, when conditions were dangerous and harsh, before there were workers' right and benefits,'' the delegation told the jobs council.

''When companies like Zenith move to Mexico, they forcibly sweep Mexican workers back into the 19th century.''

— Mexican worker delegation in Missouri

''Zenith has been clearly negligent in providing decent wages and working conditions. Zenith has disregarded occupational health and safety laws, and the welfare of communities in Mexico.''

While prices at the Mexican border for basic commodities are comparable to those on the U.S. side, Zenith workers in Reynosa plants are paid as little as $29 for a 45-hour workweek. They earn even less for the first three months on the job, the jobs council was told.

About one-third of Zenith's Reynosa workers are paid in script, which is illegal under the Mexican constitution. The delegation also charged that Zenith avoided a 3 percent government-mandated pay raise last by increasing the value of the script 3 percent. The result was a pay cut for the workers.

Antonia Alvarez, who has worked at Zenith's Matamoros plant for 15 years, said safety training and inspections are lacking. ''Only when visitors come from the United States do workers get protective gear.''

Maria Guadalupe Torres, general coordinator of the Border Committee of Working Women, said that protective equipment and respect for workers' rights have been achieved at some plants, ''but not at Zenith.''

The delegation charged that workers are forced to work overtime without premium pay as required by law.

Delegation members also described how workers are dismissed, harassed and punished arbitrarily. These actions include:

- Switching workers to difficult and unsafe jobs, or denying them promotions as punishment for defending worker rights.
- Fining workers for missed work time.
- Verbal abuse and sexual harassment, as well as denial of bathroom privileges.
- Pressuring older workers to resign by switching them to undesirable jobs and work shifts. With the resignations, Zenith avoids legally mandated seniority and severance payments.

Inbrief

BCT gains pay raise in Sunshine accord

Some 2,000 hourly workers at five Sunshine Biscuit Co. plants will receive pay increases totaling $1.50 per hour over three years under terms of a master contract negotiated by the Bakery, Confectionery and Tobacco Workers.

The three-year contract was ratified in mid-November, retroactive to Oct. 1.

The first wage increase of 50 cents is payable April 4, 1993. Four additional 25-cent increases are due Jan. 2, 1994; July 3, 1994; Jan. 1, 1995; and July 2, 1995.

Health benefits will remain at the current level with the company agreeing to pick up any added plan costs.

Retirees received a boost in their benefits as employees retiring under the ''Golden 80 rule,'' in which age plus years of service equals 80, will get a $50 increase to $850 per month, effective next month. The monthly pension will go to $900 as of Jan. 1, 1994, and $950 on Jan. 1, 1995.

The settlement also increases the weekly disability payment from $170 to $200 as of January.

The contract covers employees at Sunshine plants in Sayreville, N.J.; Columbus, Ga.; Santa Fe Springs and Oakland, Calif.; and in Chicago.

Upcoming gas talks boosted at Berkshire

A new contract between the Steelworkers and Berkshire Gas of Pittsfield, Mass., could give a positive direction to upcoming talks on behalf of 3,000 employees of gas utility companies in the New England region, the AFL-CIO Industrial Union Department said.

The three-year contract, ratified Nov. 30, provides wage increases of 4 percent each year, with the first raise Feb. 15, 1993, and additional increases on April 1 of 1994 and 1995.

The agreement maintains existing health insurance benefits without cutbacks and raises pension benefits by $5 per month per year of service over the term.

''The fact that we reached agreement three months prior to expiration, with no benefit cutbacks and no co-pays for health insurance, is a hopeful sign,'' said IUD President Elmer Chatak. ''This is the first of the 1993 New England region gas utility contracts to be renegotiated and we hope it will indeed set a pattern.''

The region's 3,000 gas utility employees are covered by 15 contracts which expire next year. In addition to the Steelworkers, the agreements are for members of the Utility Workers, Electrical Workers and Oil, Chemical and Atomic Workers. Negotiations are organized by the IUD's coordinated bargaining committee.

The Berkshire Gas accord raises pensions by $1 to $29 per month per year of service in 1993. Increases of $2 in 1994 and 1995 will take the monthly benefit to $33 per year of service. The employer's contribution to a 401(k) plan will increase by 0.5 percent to 3 percent.

The agreement also includes improvements in differentials, meal allowances, life insurance and maternity leave.

Guidelines urged for tuberculosis

The AFL-CIO and 11 affiliated unions have asked the Department of Labor to issue guidelines to allow enforcement of strict tuberculosis controls in the nation's workplaces.

The Labor Coalition to Fight TB in the Workplace, citing the serious risk to workers of contracting tuberculosis, sent a letter to Labor Secretary Lynn Martin Dec. 21 asking for immediate assistance.

A permanent standard is needed, the coalition said, but in the interim every effort should be made to widely disseminate documents that can serve as enforcement guidelines, including the Centers for Disease Control and Prevention's ''1990 Guidelines for Preventing Transmission of Tuberculosis in Health Care Settings'' and OSHA Region II's ''Enforcement Guidelines for Occupational Exposure to Tuberculosis.''

The 13-page letter was signed by AFSCME President Gerald W. McEntee, Service Employees President John J. Sweeney and AFT President Albert Shanker.



Raymond Crowell/Page One Photography

Jim Hightower, left, receives a "Union Yes" T-shirt from Dennis Beal, AFL-CIO President Lane Kirkland's assistant for communications, after Hightower outlined to union public relations directors the twice-daily commentary he is offering to radio stations across the country beginning Feb. 15. Hightower, a member of the Dallas-Fort Worth local of the Television and Radio Artists/Screen Actors Guild, is a former elected Texas commissioner of agriculture and worker advocate who has spoken at many union functions. He has met with officials of major unions seeking assistance and story ideas. The AFL-CIO is the major commercial sponsor of "Hightower Radio."

It calls for guidelines that include a written TB control plan, medical surveillance, employee work restrictions, training and education, post-exposure management, exposure control, procedures protecting workers in specific settings, outbreak management, recordkeeping, medical removal and anti-discrimination language.

Pymm convictions overturned on appeal

A New York state appellate court Dec. 14 ordered a new trial for two men convicted in 1991 of criminal charges in a workplace health and safety case.

William and Edward Pymm were charged with felonies and misdemeanors for their role in the mercury poisoning of an employee who worked in their Brooklyn, N.Y., facility. The case was one of the first to ask for criminal penalties in a safety and health case.

A four-judge panel of the New York Supreme Court's Appellate Division found that the trial judge acted improperly when he forwarded a sheet to the jury that contained portions of the indictment.

Four unions gain Olin Corp. contract

East Alton, Ill.

Members of four unions at Olin Corp.'s brass and ammunition plant won a new three-year contract that includes pension and salary increases, education assistance and a change in health benefits.

The contract, ratified Dec. 6, covers 3,200 members of Machinists District 9, Electrical Workers Local 649, Pipefitters Local 555 and Western Employees Trades Council.

The contract calls for an immediate 3.5 percent wage increase, followed by 3 percent increases the next two years.

Pensions were raised 10 percent on Jan. 1. Retirees will receive another 10 percent increase next year and 5 percent in 1995.

Olin will pay for health insurance during the first year, but employees will have to pay for individual and family coverage in the following years or carry a higher deductible.

An education assistance program has been extended to all bargaining employees.

Thomas W. 'Teddy' Gleason dies

Thomas W. "Teddy" Gleason, retired president of the Longshoremen and longtime chairman of the AFL-CIO Executive Council's international affairs committee, died Dec. 24 at Cabrini Medical Center in Manhattan. He was 92.

Among Gleason's multiple achievements as ILA president was winning guaranteed annual income for members and shielding them from the adverse effects of containerization, a process in which goods are shipped in large containers so that the need for workers to load and unload is substantially reduced.

Gleason's winning of the guaranteed annual income is considered a landmark in union bargaining.

"We have lost a great leader and a great man," said ILA President John Bowers, who succeeded Gleason.

"Before Teddy Gleason became president, ILA members had no pension plans, and no health and hospitalization," he said. "He was responsible for negotiating the best contracts for ILA members."

Gleason followed his father and grandfather onto New York's West Side waterfront in 1915, working a variety of jobs before gathering several local unions together to form ILA Local 1 in the 1940s.

He became president of the international union in 1963 and immediately made his presence known, opposing the Kennedy administration's plan to sell surplus wheat to the Soviet Union, agreeing only when the government said half of the grain shipped would be on U.S. vessels.

When the Johnson administration reneged on that agreement, Gleason began a dockworkers' boycott of Soviet-bound wheat that lasted for eight days. U.S. courts eventually undercut the ability of Gleason and ILA to speak out directly and forcefully against violations of worker and human rights via the use of boycotts on the docks.

Gleason served six consecutive four-year terms as ILA president and was elected to the AFL-CIO Executive Council in October 1969, serving for 18 years. In addition to chairing the international affairs committee, Gleason was also the senior vice president when he retired in 1987.

"Teddy's longtime leadership in the struggle for basic civil and human rights for workers in every industry and every nation has enriched our movement with a legacy that will influence our cause for many years to come," said AFL-CIO President Lane Kirkland in a letter to Gleason's son, Robert, who is secretary-treasurer of the ILA.

"For nearly three-quarters of a century, he devoted his every waking moment to the task of civilizing work on the nation's waterfront and bringing a more abundant life to the longshoremen he was proud and honored to serve," Kirkland said.



Thomas W. Gleason

Gleason also helped to integrate the ILA, opening up opportunities not only for minorities but also for women on the docks.

Survivors include three sons, 15 grandchildren and six great-grandchildren.

The George Meany Center for Labor Studies will offer nine workshops during the rest of January and February 1993. The schedule:

Discipline and Discharge In Arbitration (Jan. 24-29) — An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

The Craft of Negotiating (Jan. 24-29) — A study of negotiating tactics that avoid impasse in bargaining, grievance and leadership situations.

Contract Negotiations in the Construction Industry (Jan. 24-29) — An institute to improve bargaining skills of union leaders in this increasingly complicated industry.

Service Contract Act: Collective Bargaining and Organizing (Jan. 25-27) — This workshop, sponsored by the AFL-CIO's Organizing and Field Services Department and the Economic Research Department, reviews the law that covers private-sector workers providing services to the federal government.

College Degree Program (Jan. 30-Feb. 5) — Members of AFL-CIO affiliated unions remain in residence at the George Meany Center while working on a Bachelors of Arts degree from Antioch University.

Arbitration: Preparation and Presentation (Feb. 7-12) — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Contract Negotiations and the Law (Feb. 7-12) — A workshop for individuals who negotiate collective bargaining agreements to familiarize themselves with the legal issues involved in bargaining.

TV: The Cool Medium (Feb. 28-March 3) — A short workshop to individually coach union leaders on how to face television cameras and work with reporters. Videotaping and playback critiques are key parts of this program.

Organizing Techniques I (Feb. 28-March 5) — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

AFL-CIO affiliates and departments using the campus include: Teamsters, Jan. 10-15; Quebec Federation of Labor, Jan. 10-13; Virginia State Alumni Association, Jan. 13; AFL-CIO Committee on Political Education Jan. 16-22; IBT, Jan. 17-22; AFT, Jan. 17-20; AFL-CIO Organizing Institute, Jan. 22-24; and Transportation Communications Union, Jan. 24-29.

For more information about labor studies programs, write or telephone the Registration Office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. FAX 301/434-0371.

Convention Calendar

This is a list of conventions and conferences scheduled for 1993 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Feb. 15-17	Woodworkers	Clackamas, Ore.
March 8-10	Louisiana	Baton Rouge
April 5-8	Operating Engineers	Chicago
May 11-15	Arizona	Prescott
May 12-14	Michigan	Detroit
June 7-18	Flint Glass Workers	Las Vegas
June 7-9	Grain Millers	Las Vegas
June 7-11	Clothing and Textile Workers	Las Vegas
June 10	Actors and Artistes	New York
June 14-16	Idaho	Twin Falls
June 21-23	Musicians	Las Vegas
June 24-26	Montana	Butte
June 27-30	Arkansas	Hot Springs
July 15-17	Texas	Dallas
July 19-23	Stage Employees	New York
July 19-23	Newspaper Guild	Honolulu
July 25-30	Communications Workers	Las Vegas
July 26-30	Food and Commercial Workers	Toronto
Aug. 2-6	Aluminium, Brick and Glass Workers	Las Vegas
Aug. 11-13	Iowa	Waterloo
Aug. 20-21	New Mexico	Las Cruces
Aug. 20-23	Wyoming	Casper
Sept. 9-11	Washington	Spokane
Sept. 10-12	Vermont	Bennington
Sept. 15-17	South Carolina	Myrtle Beach
Sept. 19-23	Florida	Lake Buena Vista
Sept. 19-23	Maryland and D.C.	Baltimore
Sept. 19-23	Allied Industrial Workers	Minneapolis
Sept. 19-24	Rubber Workers	Las Vegas
Sept. 20-22	Minnesota	St. Paul
Sept. 22-24	North Carolina	Greensboro
Sept. 22-24	Connecticut	Hartford
Sept. 23-25	North Dakota	Fargo
Sept. 27-29	Oregon	Portland
Sept. 27-29	Nebraska	Kearney
Oct. 6-8	Massachusetts	Boston
Oct. 6-8	Kansas	Topeka
Oct. 14-15	Rhode Island	Providence
Oct. 18-20	Alabama	Mobile
Oct. 18-22	Roofers	Las Vegas
Oct. 22-24	New Hampshire	Nashua
Oct. 25-29	Transport Workers	Las Vegas
Nov. 3-5	Maine	Rockport
Nov. 7-8	Mechanics Educational Society	Columbus
Nov. 9-12	Indiana	Indianapolis
Nov. 17-19	Oklahoma	Oklahoma City

AFL-CIO Meetings

Feb. 15-19	AFL-CIO Executive Council	Bal Harbour, Fla.
Mar. 15-19	AFL-CIO/UCLEA Conference	Los Angeles
May 12-13	Secretary-Treasurers' Conference	St. Louis
May 14-17	Union Industries Show	St. Louis
June 10-13	APRI National Education Conference	Atlanta
July 15-22	Community Services	Washington, D.C.
Aug. 2	AFL-CIO COPE Meeting	Chicago
Aug. 3-4	AFL-CIO Executive Council	Chicago
Sept. 27-28	FAST	San Francisco
Sept. 30	Professional Employees	San Francisco
Sept. 30-Oct. 1	Maritime Trades Department	San Francisco
Oct. 1	Public Employee Department	San Francisco
Oct. 1-3	ILCA	San Francisco
Oct. 2	AFL-CIO Executive Council	San Francisco
Oct. 3	COPE Meeting	San Francisco
Oct. 4-7	AFL-CIO Convention	San Francisco
Nov. 5-7	CLUW Convention	San Francisco

Union grocers good shopping, survey shows

By Sharolyn A. Rosier

A price comparison survey of 36 retail supermarkets in the greater Chicago area has shown that unionized stores, on average, are a better bargain for shoppers than non-union stores.

The survey, conducted by Food and Commercial Workers Local 881, found that a shopping trip to a non-union grocery store costs an average of 90 cents more than it would to buy precisely the same items at a grocery where workers are represented by the UFCW.

''For decades, UFCW leaders have been confident that shopping union is the best value,'' said Local 881 President Ron Powell. ''Having conducted this field study, we are happy to see that our belief has been upheld.

''Our expectation would have been that the prices charged would be slightly higher at union stores based on the fair wages and decent benefits our members are guaranteed,'' Powell said. ''But we were truly shocked to learn that non-union operators unfairly pocket even higher profits at the expense of their workers and customers. Their actions are obviously attributable to greed.''

The research teams visited 18 union and 18 non-union stores, each matched to a counterpart location of similar size and in the same general vicinity. They found the average bill at union stores was $35.07, compared with a bill at non-union stores of $35.97.

The study targeted traditional retail supermarkets in five areas of greater Chicago. Warehouse clubs, food wholesale outlets and specialty shops were omitted to reflect what an average consumer might expect to spend during a normal trip to the grocery store.



Buy union, keep the change

Source: UFCW Survey

AFL-CIO NEWSGRAFIC

Here's how the average prices broke down by area:

- North side: union $36.49; non-union $39.54 ($3.07 more at non-union stores).
- South side: union $38.11; non-union $39.36 ($1.25 more at non-union stores).
- West and far west suburbs: union $34.71; non-union $35.09 (.38 cents more at non-union stores).
- North and northwest suburbs: union $34.50; non-union $34.06 (.44 cents more union).
- Southern suburbs: union $32.07; non-union $33.34 ($1.27 more non-union).

UFCW also found that non-union stores pocket higher profits while probably paying lower wages and simultaneously charging higher prices. Union stores serving the same communities compensate their employees with decent wages and benefits and still manage to charge their customers less per shopping visit than their non-union competitors, the union concludes.

The union stores used in the survey all operate under a UFCW collective bargaining agreement. Unlike at non-union stores, employees of all UFCW union stores are guaranteed union-scale wages, benefits and decent working conditions, the union said.

Reich pledges to aid workers in Labor post

Continued from Page 1

tees'' created by the Indiana company, which appointed the members and dominated them — not the worker involvement programs that Reich promoted at every opportunity. ''Workers need a voice,'' he said, and having it ''brings links to profitability as well as productivity.''

Reich agreed that the decrease in U.S. unionization to 16 percent is unhealthy for the nation. He traced the decline in unionization to ''obstructions to unions in the unfriendly environment'' of the Reagan-Bush years, as well as to developments in foreign trade and technology.

Reich reiterated to his questioners on the Senate Labor and Human Resources Committee that he would be a member of the National Economic Council. AFL-CIO President Lane Kirkland cited Reich's stature as a member of the Clinton inner circle in welcoming his nomination.

Kirkland also noted that Reich ''recognizes the primary role of human beings in economic progress.''

In the same vein, the hearing was less a grilling of Reich and more of a sharing with him of the senators' concerns, including the recent years of the Department of Labor as an ''indolent agency'' lax in its enforcement of worker protections.

In addition to OSHA and the Fair Labor Standards Act, the senators listed concerns with pensions, conversion to a peacetime economy, Trade Adjustment Assistance, child care, school to work programs, rights of the disabled and overlapping jurisdictions in job training.

INSIDE

1 ***Football players win new contract***

A new seven-year contract is won by the National Football League Players Association in a struggle that began in 1987 with the help of the AFL-CIO Strategic Approaches Committee.

2 ***Pittsburgh presses set to roll Jan. 18***

A Justice Department ruling leaves members of 10 unions ready to return Jan. 18 to print Pittsburgh's first newspaper after eight months of strike and lockout.

4 ***Nurse patient load 50 percent too high***

A national survey by the Service Employees reveals that U.S. nurses face a patient load that is 50 percent higher than it should be to provide optimum care.

1 ***NAFTA omen seen in Zenith betrayals***

Mistreatment of workers on both sides of the border was the topic when Mexican workers dismissed by Zenith met in Missouri with their U.S. counterparts.

3 ***UAW retirees keep Navistar benefits***

Some 63,000 UAW retirees and their families salvage health care benefits at financially imperiled Navistar in a case proving the need for national health care reform.

7 ***Teddy Gleason Dies on Christmas Eve***

Thomas W. ''Teddy'' Gleason, who went to work on the docks in 1915 and became president of the Longshoremen and an AFL-CIO stalwart, dies in New York at age 92.

VOLUME 38, NUMBER 1
JANUARY 11, 1993

AFL-CIO NEWS

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

1/11/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 2 JANUARY 18, 1993

REPORT ON CONGRESS

'92 VOTING RECORD

A four-page special pull-out section shows how members of Congress voted on key labor issues during the 1992 session. **See Pages 3-6.**

New Congress moves on overdue agenda

By Mike Hall

As soon as it convened, the 103rd Congress began action on several labor-supported bills previously designated as vital by workers and their unions.

The 103rd Congress gave a high priority to family and medical leave legislation (H.R. 1), which was vetoed last year by President Bush. And congressional work was also initiated on such labor-backed bills as workplace fairness, Hatch Act reform, OSHA reform and motor voter legislation.

The AFL-CIO's Legislative Priorities Committee will meet at the end of January to develop a broad legislative agenda for the federation to be presented to the Executive Council at its February meeting.

The Workplace Fairness bill which was sidetracked last year and became a primary election campaign issue for union members has once again been designated H.R. 5 in the House.

As introduced by Rep. William Clay (D-Mo.) the bill to ban the use of ''permanent replacement'' workers during a lawful strike is identical to the bill that passed the House but died in a Senate filibuster in 1992. The bill will be designated S. 55 in the Senate.

President-elect Bill Clinton has said he supports the bill. It passed by a comfortable margin in the House in 1992, where there are now 110 new members, including 63 new Democrats. In the Senate there are 13 new members including 10 new Democrats.

AFL-CIO Legislative Director Robert M. McGlotten said one of the first steps needed is to ''enlist the immediate support and co-sponsorship from as many new members as possible, as well as from the incumbents who voted 'right' in the 102nd Congress.''

Hearings on H.R. 1, the family and medical leave legislation, should finish in late January and the bill could be on the House floor by the first week in February. The Senate is expected to take it up shortly after that.

Rep. William Ford (D-Mich.), chairman of the House Education and Labor Committee, introduced the bill and said Clinton has asked him to move the bill as quickly as possible. Some predict it could be on the president's desk within a month of the inauguration.

The bill is identical to the one that was vetoed last year. It grants up to 12 weeks of unpaid leave for workers for the birth, adoption or illness of a child or for the illness of a close family member or the worker's own illness.

''We heard a great deal about family values during the course of the recent presidential campaign. But family values must be more than a partisan campaign slogan . . . A parent should not be fired for taking care of a seriously ill child or newborn baby,'' Ford said.

Another long-time AFL-CIO goal, Hatch Act reform (H.R. 20), has also sailed through both houses of Congress before, only to be killed by a veto. The bill lifts many of the severe restrictions on the political rights of three million federal and postal employees.

''The Hatch Act is one of the most ignoble laws ever enacted by Congress,'' said Clay, who also introduced this legislation.

Continued on Page 2

UFCW secures settlement on off-clock work

By Colleen M. O'Neill

The Food and Commercial Workers and the Nordstrom department store chain have reached an agreement in a 1990 case involving payment for off-the-clock work.

The proposed $24 million settlement reached by the two parties is subject to approval of the Washington State court in which the UFCW charged the violations. It could mean as much as $2,000 each for current and former Nordstrom employees, union officials said.

UFCW President William H. Wynn christened Nordstrom's treatment of its employees ''payjacking.''

''Carjackers take your property at the point of a gun,'' he said. ''The corporate payjackers take your wages at the point of a pen.''

It also demonstrates the effectiveness of the worker advocacy projects, Wynn said, which are designed to assist workers in non-union workplaces and to maintain basic labor standards in all industries where the union has members.

UFCW Locals 1001 and 367 in Seattle and Tacoma, through a UFCW worker advocacy project, filed suit in February 1990 complaining that the department store chain was forcing its employees to perform work off the clock without pay, such as writing thank you notes or delivering merchandise.

The suit also cited Washington State law as the basis for a complaint that overtime pay, when made, was calculated improperly. In addition, the class

Continued on Page 7



Raymond Crowell/Page One Photography

Members of Hotel Employees and Restaurant Employees Local 25 are briefed on preparations for the presidential inauguration events.

Clinton inauguration festivities draw on skills of trade unionists

From teachers, chefs and auto workers to postal workers, seafarers and bricklayers, trade unionists are enthralled in the preparations for the presidential inauguration of Bill Clinton on Jan. 20.

Joe Velasquez, director of the AFL-CIO Department of Community Services, is coordinating federation participation in the inaugural.

Work as usual is definitely not the sentiment for numerous workers in the Washington area. Hotel Employees and Restaurant Employees Local 25 members have been making preparations for weeks. Servers, bellmen and chefs are pulling out the red carpet in preparation for guests, inaugural balls and dinners.

The AFL-CIO Union Label and Service Trades Department is staging a mini Union-Industries Show for the ''Salute to Children'' and the ''Salute to Youth'' events.

Bakery and Confectionary Workers of Local 118 in Silver Spring, Md., are baking a 550 pound cake, which will be dessert for the President-elect and Mrs. Clinton and their 2,200 guests at a Jan. 19 celebration.

Thousands of trade unionists are traveling to Washington to participate in the inaugural festivities, including Steelworker Bill Brierton, who was selected a ''Face of Hope.'' Brierton is an unemployed victim of a plant closing in Pittsburgh.

ALPA wins big with Federal Express pilots

By James B. Parks

The Air Line Pilots scored a major organizing breakthrough by winning a re-run election among the more than 2,200 pilots at Federal Express.

''This is a tremendous achievement for the Federal Express pilots, for ALPA and for our profession,'' said ALPA President Capt. Randolph Babbitt. ''I congratulate the Federal Express Pilots Organizing Committee for the 'high road' campaign they ran. They are living proof that a pilot can be both a union member and a strong company supporter.''

The National Mediation Board declared that more than 56 percent of the 2,279 pilots voted for union representation, with ALPA getting 1,015 votes and an unaffiliated union 271. Under NMB rules, if a majority of eligible employees vote for any union in a contested election, then the union receiving the most votes wins representation.

ALPA lost narrowly in a previous election at the Memphis-based company in August 1991 — by 23 votes, or 1 percent of the total. NMB ordered a new election after agreeing with ALPA that Federal Express ''tainted the laboratory conditions'' necessary for a fair election by sending more than 50 written communications to employees misrepresenting ALPA's dues structure and hinting that furloughs would follow a union victory.

The ballots were mailed to eligible voters on Dec. 3 and votes tallied on Jan. 14.

103rd Congress addresses labor's unfinished agenda

Continued from Page 1

This version of the bill is the same as passed by the 101st Congress and vetoed. Similar legislation has received bipartisan support and passed the House three previous times. But proponents could not muster enough votes to override vetoes.

''Motor voter'' registration legislation (H.R. 2), another veto-victim from the last Congress, is also expected to be passed during this Congress. This legislation also won wide support, but not enough to override a veto.

Rep. Al Swift (D-Wash.), who introduced the bill, said figures from the 1992 elections show that states which use the registration procedures outlined in H.R. 2 showed a voter turnout increase of almost 7 percent, more than twice the increase in turnout from non-''motor voter'' states.

The family and medical leave bill would insure that family values are more than ''a partisan campaign slogan. . . A parent should not be fired for taking care of a seriously ill child or newborn baby.''

— Rep. William Ford (D-Mich.)

The legislation would allow citizens to register to vote when they apply for drivers licenses or many other state permits.

Yet to be introduced is major job safety legislation in the form of Occupational Safety and Health Act reform. It has been 22 years since the OSH Act was signed into law, with today's major workplace safety and health proving the need for an update.

Comprehensive OSHA reform legislation was introduced in the past two Congresses but did not advance to floor action.

Also of paramount importance to union members and all U.S. workers is the North American Free Trade Agreement. The AFL-CIO is strongly opposed to George Bush's version of the agreement, which he signed Dec. 17. No congressional timetable is yet known on NAFTA.

Once the implementing legislation for the treaty is submitted to Congress, the Fast Track clock, which requires an up or down vote without any amendments to the treaty, begins ticking. Congress will have 90 legislative days to approve or deny NAFTA.

While 123 new House and Senate members were elected in the 1992, the party lineup in the 103rd Congress is not drastically different than in the previous Congress. The Democrats lost 10 House seats, but maintain a 258-176 edge. They also kept their 57-43 margin in the Senate.

The Senate includes the first African-American woman to serve in the body, Carol Moseley-Braun (D-Ill.) She is one of a record six women in the Senate. Ben Nighthorse Campbell (D-Colo.) is the first Native American to serve in the Senate in almost 60 years.

In the House, the number of women jumped from 29 to 48, African-Americans from 26 to 39 and Hispanic-Americans from 13 to 19.

What does labor want? The call never changes

January 1993 brings a new presidential term and a new 103rd Congress. What does labor want? That answer has been the same for 100 years.

This year marks the centennial of Samuel Gompers's answer to ''What Does Labor Want'' in a speech before the International Labor Congress in Chicago on Aug. 28, 1893.

Through all those years, Gompers's answer to that question has been distorted — intentionally by some employer associations and others — to contend that Gompers answered only ''More.''

Trade unionists have constantly sought to offset that distortion by reporting precisely what the first president of the AFL said:

''We want more schoolhouses and less jails, more books and less arsenals, more learning and less vice, more leisure and less greed, more justice and less revenge; in fact, more opportunities to cultivate our better nature. . . ''



Mike Rahn, organizer for the Northwest Ohio Carpenters Council, points out construction violations on Wal-Mart building sites caused by the use of unskilled, non-union labor.

FAST spotlights Wal-Mart on 'Buy American' deception

By James B. Parks

Organized labor's campaign to expose the hypocrisy behind Wal-Mart Stores Inc.'s ''Buy American'' campaign gained a major media boost when a national news show documented how customers are deceived when buying imported clothes made by child labor.

''The simple statement 'We buy American whenever we can' is untrue. The truth is they buy wherever they can find the cheapest products,'' Jeff Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department told ''Dateline NBC'' reporter Brian Ross.

Shipping records compiled by FAST show that last year Wal-Mart directly imported 288 million pounds of goods from Hong Kong in China, 8,000 times more than it did before it began the ''Buy American'' campaign.

Arguably, importing these goods would not ''be any problem for a company that doesn't say, 'We buy American whenever we can''' Fiedler said in emphasizing the practice is not unique to Wal-Mart, but the hypocrisy might be.

Using a hidden camera, the show's staff visited 11 Wal-Marts in Georgia and Florida and found children's clothing made in China, Korea and Bangladesh on racks labeled ''Made in the USA.'' Making the deception worse are the conditions under which the clothes were made, Fiedler said.

Upon visiting a factory in Bangladesh, Ross found ''three floors full of children, some as young as nine and ten, making clothes for Wal-Mart. On this day, men's shirts for a Wal-Mart private label called ''Jeanswear.''

Off-camera the children told Ross and Bangladesh human rights worker Rosalene Costa that they are paid between $12-$20 per month, or 5 cents to 8 cents an hour. They must stay in the factory until their quota is met, often well past midnight and they are beaten with sticks. ''I would say Wal-Mart. . . is buying the blood of Bangladesh children,'' Costa said.

The show also revealed how clothes made illegally in China are smuggled into the United States with false labels. Many of the smuggled clothes were tracked to a company in China where the managers told undercover NBC reporters they were making garments for sale to Wal-Mart.

Wal-Mart's ads touting how it saves American companies by buying their products was disproved when the show visited a sweater factory in Sayler City, N.C. The sweater company went bankrupt after Wal-Mart found a cheaper price for its sweaters overseas, throwing 400 North Carolinians out of work.

Last summer FAST President Robert Harbrandt urged Wal-Mart stockholders to establish a committee to investigate the company's buying practices in China. He was joined by Fiedler and former Chinese prisoner Harry Wu. FAST had proxies for more than 23 million votes, including shares owned by various public employee funds.

In a related move, the Food and Commercial Workers, Northwest Ohio Carpenters and the Toledo AFL-CIO charged Wal-Mart with building several stores in Ohio and Michigan with non-union sub-contractors.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 2 — MONDAY, JANUARY 18, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
William H. Wynn
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Edward T. Hanley
John DeConcini
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Angelo Fosco
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey

REPORT ON CONGRESS

'92 Voting Record

Labor's report card on Congress tabulates the votes on major issues of concern of the AFL-CIO in the second session of the 102nd Congress. In the tables on the pages that follow, Senate and House members have been rated R (right) and W (wrong) on the basis of their votes on these issues:

House

1. Extended UI Benefits — The AFL-CIO backed H.R. 5260, which extended emergency unemployment compensation for the long-term jobless who have exhausted their state benefits and made other reforms. The bill was approved 261-150 on June 9.
For — Right Against — Wrong

2. Rail Lockout — After failing to reach a collective bargaining agreement, management locked out railroad workers, creating a ''crisis'' in an attempt to get Congress to intervene. The House caved in and voted June 25 on H.J. Res. 517, to order the rail yards opened, establish a 38-day cooling-off period and set up binding arbitration if an agreement was not reached. The AFL-CIO opposed the resolution, which passed 248-140.
For — Wrong Against — Right

3. Trade (Japanese auto imports) — As part of a larger trade package, Rep. Richard A. Gephardt (D-Mo.) offered an amendment backed by the AFL-CIO that would increase the use of American-made auto parts by Japanese car plants in the United States. It also would lead to an extension of a Voluntary Restraint Agreement on the number of vehicles exported by the two countries. The amendment was passed July 8 by a 260-166 margin.
For — Right Against — Wrong

4. Davis-Bacon Supplemental Appropriation — The AFL-CIO supported H.R. 5620, which included provisions to prevent the Department of Labor from implementing new regulations regarding the use of low-paid ''helpers'' on Davis-Bacon projects and on apprenticeship programs. An amendment to strike those provisions was defeated by a 172-242 margin on July 28.
For — Wrong Against — Right

5. ERISA Preemptions — The legislation restores state prevailing wage laws, apprenticeship laws and mechanics liens laws that had been invalidated by ERISA's preemption provisions. An amendment to weaken the apprenticeship provisions of the bill was defeated Aug. 4 by a 140-266 vote.
For — Wrong Against — Right

6. MFN for China Veto Override — President Bush vetoed legislation (H.R. 5318) that set certain worker rights standards for China to achieve before its most-favored-nation status is continued. The House overrode the veto Sept. 30 by a 345-74 margin.
For — Right Against — Wrong

7. Energy Bill — H.R. 776, which the AFL-CIO supported, creates thousands of jobs in a new federal clean-up program for nuclear enrichment sites and shores up the Mine Workers retiree health benefit fund. The bill passed the House Oct. 5 by a 363-60 vote.
For — Right Against — Wrong

8. Balanced Budget Amendment — The House failed to pass by the necessary two-thirds majority a constitutional amendment requiring a balanced federal budget. The AFL-CIO opposed H.J. Res. 290 and it failed 280-153.
For — Wrong Against — Right

9. Voting Rights Act/Language Assistance — H.R. 4312 extends the language assistance provisions of the Voting Rights Act for non-English speaking citizens. It allows these citizens to participate more fully in the electoral process. Supported by the AFL-CIO, it passed the House July 24 by a 237-125 margin.
For — Right Against — Wrong

10. Family and Medical Leave Veto Override — The AFL-CIO supported S. 5, which would grant up to 12 weeks of unpaid leave to workers for the birth or adoption of a child, or for the care of a seriously ill child, elderly parent, spouse or the worker's own illness. The bill died Sept. 30 after the House failed to override President Bush's veto, 258-169.
For — Right Against — Wrong

11. Cable TV Veto Override — President Bush vetoed S. 12, which set new rate rules and other regulations to control soaring cable TV costs and protected jobs in the broadcast television industry. The House, with the backing of the AFL-CIO, overrode the veto Oct. 5 by a 308-114 margin.
For — Right Against — Wrong

12. Taxes/Urban Aid — Originally billed as an urban aid package to help riot-torn Los Angeles, H.R. 11 ballooned into a $28 billion package of tax breaks for corporations and the wealthy. The AFL-CIO opposed the bill, but the House approved the conference report Oct. 8 by a 208-202 margin.
For — Wrong Against — Right

Senate

1. Education — The AFL-CIO opposed an amendment to the elementary and secondary education improvement bill (S. 2) that would have allowed federal funds to be used for private schools. The amendment was offered by Sen. Orrin Hatch (R-Utah) and was defeated Jan. 23 by 36-57.
For — Wrong Against — Right

2. Davis-Bacon and Service Contracts Acts — An amendment to H.R. 5132, an emergency supplemental appropriations bill for riot-torn Los Angeles and flood-damaged Chicago, would have waived both the Davis-Bacon and Service Contracts Acts' regulations for all construction and repair projects under the bill. Offered by Sen. Don Nickles (R-Okla.) and opposed by the AFL-CIO, the amendment was defeated May 21 by a 36-63 margin.
For — Wrong Against — Right

3. Workplace Fairness (Packwood amendment) — S. 55, the Workplace Fairness Bill, would ban the use of ''permanent replacements'' during a lawful economic strike. The AFL-CIO backed a compromise introduced by Sen. Robert Packwood (R-Ore.), but a move to invoke cloture failed on June 16 by a 57-42 margin, effectively killing the bill. Sixty votes are necessary for cloture.
For — Right Against — Wrong

4. LM-2, LM-3 Regulations — The labor, health and human resources appropriation (H.R. 5677) contained language that would halt new financial reporting requirements that could cost local unions up to $200 million. Senate Republicans began a filibuster against the bill. An AFL-CIO-backed cloture vote Sept. 16 failed by 57-38. The language was removed.
For — Right Against — Wrong

5. Federal Express Pensions — The AFL-CIO supported an amendment, offered by Sen. Robert Packwood (R-Ore.), that would have stripped provisions from the tax bill (H.R. 11) that allowed Federal Express to avoid rules governing pilots' pensions, as well as to avoid collective bargaining. The amendment was rejected Sept. 23 by a 41-56 vote.
For — Right Against — Wrong

6. MFN for China — President Bush vetoed legislation (H.R. 5318) that set worker rights standards for China before its most-favored-nation status would be continued. The Senate sustained the veto Oct. 1 by a 59-40 vote.
For — Right Against — Wrong

7. Energy Bill — H.R. 776, which the AFL-CIO supported, includes provisions to shore up funds to provide health benefits for Mine Workers retirees and their dependents, who were abandoned by coal companies. The bill also creates thousands of jobs to clean up nuclear enrichment sites. A vote to invoke cloture passed Oct. 8 by an 84-8 margin.
For — Right Against — Wrong

8. Balanced Budget Amendment — The Republicans tried to revive the House-killed balanced budget constitutional amendment in an unrelated bill, S. 2733. The AFL-CIO opposed the amendment, which failed twice to win cloture June 30 and July 1 by identical 56-39 votes.
For — Wrong Against — Right

9. Motor Voter Veto — S. 250 would streamline the voter registration process for federal elections, including mail registration and the registering of voters when they apply for or renew drivers licenses. The bill was supported by the AFL-CIO and vetoed by President Bush. The Senate, in a 62-38 vote on Sept. 22, fell short of the two-thirds vote needed to override the veto.
For — Right Against — Wrong

10. Family and Medical Leave Veto — The AFL-CIO and its allies won a victory when the Senate overrode President Bush's veto of S. 5, which would grant up to 12 weeks of unpaid leave to workers for the birth or adoption of child, or for the care of a seriously ill child, elderly parent or spouse, or for the worker's own illness. The vote was 68-31 on Sept. 24.
For — Right Against — Wrong

11. Cable TV Veto — President Bush vetoed S. 12, which set new rate rules and other regulations to control soaring cable costs. It also has provisions to protect jobs in the broadcast television industry. The Senate, with the backing of the AFL-CIO, overrode the veto Oct. 5 by a 74-25 vote.
For — Right Against — Wrong

12. Taxes/Urban Aid — Originally billed as an urban aid package to help riot-torn Los Angeles, S. 11 ballooned into a $28 billion package of tax breaks for corporations and the wealthy. The AFL-CIO opposed the bill, but the Senate approved the conference report Oct. 8 by a 67-22 vote.
For — Wrong Against — Right

HOW YOUR REPRESENTATIVES

	Extended UI Benefits	Rail Lockout	Trade (Japanese Imports)	Davis-Bacon Supplemental	ERISA Preemptions	China MFN Veto Override	Energy Bill	Labor Votes		Balanced Budget Amendment	Voting Rights/Language Assistance	Family and Medical Leave	Cable TV Veto Override	Taxes/Urban Aid	Total All Votes 1992		1992 Right Percentage	Lifetime Total		Lifetime Right Percentage
Alabama	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 Callahan S (R)	W	W	W	W	W	W	R	1	6	W	A	W	R	R	3	8	27	21	86	20
2 Dickinson B (R)	A	W	W	W	A	W	R	1	4	W	W	W	W	R	2	8	20	51	318	14
3 Browder G (D)	R	W	R	R	R	R	R	6	1	W	W	W	R	W	7	5	58	27	16	63
4 Bevill T (D)	R	W	R	R	R	R	R	6	1	W	W	R	R	W	8	4	67	217	138	61
5 Cramer B (D)	R	W	R	R	R	R	R	6	1	W	W	W	R	W	7	5	58	17	7	71
6 Erdreich B (D)	R	W	R	R	R	R	R	6	1	W	W	R	R	W	8	4	67	101	37	73
7 Harris C (D)	R	W	R	R	R	R	R	6	1	W	W	W	R	W	7	5	58	54	24	69
Alaska																				
AL Young D (R)	R	R	R	R	R	W	R	6	1	W	W	R	R	W	8	4	67	132	162	45
Arizona																				
1 Rhodes J (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	8	70	10
2 Pastor E (D)	R	R	R	R	R	R	R	7	0	R	R	R	W	W	10	2	83	14	2	88
3 Stump B (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	17	231	7
4 Kyl J (R)	W	W	W	W	W	R	R	2	5	W	R	W	W	R	4	8	33	7	70	9
5 Kolbe J (R)	W	W	W	W	W	W	R	1	6	W	R	W	W	R	3	9	25	11	98	10
Arkansas																				
1 Alexander B (D)	R	A	A	R	R	A	R	4	0	R	R	R	R	A	8	0	100	236	91	72
2 Thornton R (D)	R	A	R	R	R	W	R	5	1	R	R	R	R	R	10	1	91	21	2	91
3 Hammerschmidt J (R)	W	W	W	W	W	W	W	0	7	W	A	W	W	R	1	10	9	55	307	15
4 Anthony B (D)	A	A	W	W	R	R	R	3	2	W	A	R	W	W	4	5	44	118	83	59
California																				
1 Riggs F (R)	W	W	W	W	W	R	R	2	5	W	A	W	R	R	4	7	36	7	16	30
2 Herger W (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	15	62	19
3 Matsui R (D)	R	W	W	R	R	W	R	4	3	R	A	R	W	W	6	5	55	181	28	87
4 Fazio V (D)	R	W	R	R	R	R	R	6	1	R	R	R	W	W	9	3	75	187	24	89
5 Pelosi N (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	70	4	95
6 Boxer B (D)	R	R	R	A	R	R	A	5	0	R	A	R	A	A	7	0	100	123	6	95
7 Miller G (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	257	29	90
8 Dellums R (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	319	24	93
9 Stark P (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	275	31	90
10 Edwards D (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	366	22	94
11 Lantos T (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	161	9	95
12 Campbell T (R)	W	A	W	W	W	W	W	0	6	W	R	R	W	R	3	8	27	11	35	24
13 Mineta N (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	265	30	90
14 Doolittle J (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	3	20	13
15 Condit G (D)	W	R	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	34	7	83
16 Panetta L (D)	R	W	W	R	R	R	R	5	2	R	R	R	R	R	10	2	83	192	59	76
17 Dooley C (D)	R	W	W	R	R	R	R	5	2	W	R	R	R	R	9	3	75	18	6	75
18 Lehman R (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	125	10	93
19 Lagomarsino R (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	38	274	12
20 Thomas W (R)	W	A	W	A	W	W	R	1	4	W	W	W	W	W	1	9	10	26	176	13
21 Gallegly E (R)	W	W	R	W	W	R	R	3	4	W	R	W	R	R	6	6	50	13	64	17
22 Moorhead C (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	25	291	8
23 Beilenson A (D)	R	W	W	R	R	R	R	5	2	R	W	R	R	R	9	3	75	186	65	74
24 Waxman H (D)	R	R	W	R	R	R	A	5	1	R	R	R	R	W	9	2	82	255	34	88
25 Roybal E (D)	R	R	R	R	R	R	A	6	0	R	R	R	R	W	10	1	91	358	25	93
26 Berman H (D)	R	A	W	R	R	R	R	5	1	R	R	R	W	W	8	3	73	116	17	87
27 Levine M (D)	A	A	W	R	R	R	R	4	1	R	A	R	W	A	6	2	75	115	13	90
28 Dixon J (D)	R	R	W	R	R	R	R	6	1	R	R	R	W	W	9	3	75	197	8	96
29 Waters M (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	22	1	96
30 Martinez M (D)	R	R	R	R	R	R	R	7	0	R	A	R	R	W	10	1	91	139	4	97
31 Dymally M (D)	A	R	R	A	R	A	R	4	0	R	A	A	R	W	6	1	86	144	10	94
32 Anderson G (D)	R	W	R	A	R	W	R	4	2	W	R	R	R	W	7	4	64	289	60	83
33 Dreier D (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	3	168	2
34 Torres E (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	133	4	97
35 Lewis J (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	29	168	15
36 Brown G (D)	R	R	R	R	R	R	R	7	0	R	A	R	R	W	10	1	91	306	32	91
37 McCandless A (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	6	128	4
38 Dornan R (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	20	191	9
39 Dannemeyer W (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	R	4	8	33	14	194	7
40 Cox C (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	4	43	9
41 Lowery B (R)	A	W	W	W	W	W	R	1	5	W	W	W	W	R	2	9	18	18	153	11
42 Rohrabacher D (R)	W	R	W	W	W	R	W	2	5	W	W	W	W	R	3	9	25	7	40	15
43 Packard R (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	10	126	7
44 Cunningham R (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	4	20	17
45 Hunter D (R)	W	W	R	W	W	R	A	2	4	W	W	W	W	R	3	8	27	36	131	22
Colorado																				
1 Schroeder P (D)	R	A	R	R	R	R	R	6	0	R	A	R	W	W	8	2	80	241	72	77
2 Skaggs D (D)	R	W	R	R	R	R	R	6	1	R	A	R	W	R	9	2	82	63	14	82
3 Campbell B (D)	A	A	R	A	A	R	R	3	0	W	A	R	W	R	5	2	71	57	14	80
4 Allard W (R)	A	W	W	W	W	W	W	0	6	W	A	W	W	R	1	9	10	1	21	5
5 Hefley J (R)	W	W	R	W	W	R	W	2	5	W	A	W	W	R	3	8	27	10	67	13
6 Schaefer D (R)	W	W	W	W	W	R	R	2	5	W	A	W	W	R	3	8	27	27	106	20
Connecticut																				
1 Kennelly B (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	143	16	90
2 Gejdenson S (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	166	7	96
3 DeLauro R (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	22	2	92
4 Shays C (R)	W	R	W	R	R	W	R	4	3	W	R	R	R	R	8	4	67	43	28	61
5 Franks G (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	6	18	25
6 Johnson N (R)	W	R	W	W	R	W	R	3	4	W	R	R	W	W	5	7	42	67	71	49
Delaware																				
AL Carper T (D)	R	W	R	W	R	R	R	5	2	W	R	R	R	W	8	4	67	104	34	75
Florida																				
1 Hutto E (D)	A	W	W	W	W	R	R	2	4	W	W	W	R	R	4	7	36	77	130	37
2 Peterson P (D)	R	W	R	R	R	R	W	5	2	W	A	R	R	W	7	4	64	16	7	70
3 Bennett C (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	230	218	51
4 James C (R)	W	W	W	W	W	R	W	1	6	W	W	R	W	R	3	9	25	8	40	17
5 McCollum B (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	R	3	9	25	16	153	9
6 Stearns C (R)	W	W	W	W	W	R	A	1	5	W	W	W	A	A	1	8	11	6	39	13
7 Gibbons S (D)	R	W	W	R	R	R	W	4	3	W	R	R	W	W	6	6	50	209	168	55
8 Young W (R)	W	W	W	W	W	R	W	1	6	W	R	R	R	R	5	7	42	54	290	16
9 Bilirakis M (R)	W	R	R	W	W	R	W	3	4	W	W	W	R	R	5	7	42	30	107	22
10 Ireland A (R)	W	W	W	A	W	A	W	0	5	W	A	W	W	R	1	8	11	30	209	13
11 Bacchus J (D)	R	W	W	R	R	R	W	4	3	W	A	R	R	W	6	5	55	16	7	70
12 Lewis T (R)	W	W	A	W	W	R	W	1	5	W	W	W	R	R	3	8	27	20	118	14
13 Goss P (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	R	2	10	17	7	41	15
14 Johnston H (D)	R	W	R	R	R	R	W	5	2	W	R	R	R	W	8	4	67	38	9	81
15 Shaw E (R)	W	W	W	W	W	R	W	1	6	W	R	W	R	W	3	9	25	21	152	12
16 Smith L (D)	R	R	A	R	R	R	W	5	1	R	R	R	R	W	9	2	82	129	6	96
17 Lehman W (D)	A	W	R	R	R	R	R	5	1	R	R	R	A	A	8	1	89	167	36	82
18 Ros-Lehtinen I (R)	R	W	W	W	W	R	W	2	5	W	R	R	R	R	6	6	50	14	27	34
19 Fascell D (D)	R	W	R	R	R	R	W	5	2	R	R	R	R	W	9	3	75	360	68	84
Georgia																				
1 Thomas L (D)	W	A	R	A	R	R	R	4	1	W	A	W	R	W	5	4	56	65	71	48
2 Hatcher C (D)	R	A	A	A	A	R	R	3	0	W	A	R	R	A	5	1	83	86	67	56
3 Ray R (D)	R	W	R	W	W	R	R	4	3	W	A	W	R	R	6	5	55	37	90	29
4 Jones B (D)	R	A	R	R	R	R	R	6	0	W	R	R	R	W	9	2	82	35	12	74
5 Lewis J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	76	2	97
6 Gingrich N (R)	W	W	W	A	A	R	W	1	4	W	A	W	W	R	2	7	22	22	184	11
7 Darden G (D)	R	W	R	W	R	R	R	5	2	W	R	W	R	W	7	5	58	62	62	50
8 Rowland J (D)	R	W	R	W	R	R	R	5	2	W	W	W	R	R	7	5	58	64	73	47
9 Jenkins E (D)	R	W	R	W	W	R	R	4	3	W	W	R	R	W	6	6	50	105	139	43
10 Barnard D (D)	W	A	W	W	R	A	A	1	3	W	A	A	A	A	1	4	20	63	173	27
Hawaii																				
1 Abercrombie N (D)	R	A	R	R	R	R	R	6	0	R	R	R	R	W	10	1	91	22	1	96
2 Mink P (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	28	0	100
Idaho																				
1 LaRocco L (D)	R	R	R	R	R	R	R	7	0	W	R	W	R	W	9	3	75	16	7	70
2 Stallings R (D)	A	R	R	R	R	R	R	6	0	W	R	W	R	R	9	2	82	59	46	56
Illinois																				
1 Hayes C (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	128	1	99
2 Savage G (D)	R	A	R	A	R	R	R	5	0	R	R	R	R	W	9	1	90	156	6	96
3 Russo M (D)	R	R	R	A	R	R	R	6	0	R	R	R	W	W	9	2	82	239	58	80
4 Sangmeister G (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	39	8	83
5 Lipinski W (D)	R	W	R	R	R	R	A	5	1	W	W	R	A	A	6	3	67	115	17	87
6 Hyde H (R)	W	A	W	A	W	R	R	2	3	W	A	R	W	R	4	5	44	48	248	16
7 Collins C (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	286	13	96
8 Rostenkowski D (D)	R	A	W	R	R	R	R	5	1	R	R	R	R	W	9	2	82	343	54	86
9 Yates S (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	A	11	0	100	389	34	92
10 Porter J (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	R	4	8	33	27	155	15
11 Annunzio F (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	A	11	0	100	346	32	92
12 Crane P (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	18	310	5
13 Fawell H (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	9	100	8
14 Hastert D (R)	W	W	R	W	W	W	R	2	5	W	W	W	W	R	3	9	25	11	67	14
15 Ewing T (R)	W	W	R	W	W	W	R	2	5	W	W	W	R	R	4	8	33	5	15	25
16 Cox J (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	19	5	79
17 Evans L (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	133	6	96
18 Michel R (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	R	3	9	25	50	365	12
19 Bruce T (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	100	9	92
20 Durbin R (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	122	17	88
21 Costello J (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	46	6	88
22 Poshard G (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	41	7	85
Indiana																				
1 Visclosky P (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	98	11	90
2 Sharp P (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	226	73	76
3 Roemer T (D)	W	W	R	R	R	W	W	3	4	W	R	R	R	R	7	5	58	15	9	63
4 Long J (D)	W	R	R	R	R	R	W	5	2	W	R	R	R	R	9	3	75	34	12	74
5 Jontz J (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	10	2	83	69	9	88
6 Burton D (R)	W	W	R	W	W	R	W	2	5	W	W	W	W	R	3	9	25	17	119	13
7 Myers J (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	58	305	16
8 McCloskey F (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	123	16	88
9 Hamilton L (D)	R	W	R	R	R	R	R	6	1	R	R	W	R	W	9	3	75	158	123	56
10 Jacobs A (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	269	89	75
Iowa																				
1 Leach J (R)	W	W	W	W	W	W	R	1	6	W	R	R	R	W	4	8	33	88	166	35
2 Nussle J (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	R	3	9	25	4	20	17
3 Nagle D (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	70	7	91
4 Smith N (D)	R	R	W	R	R	W	R	5	2	R	R	R	W	R	9	3	75	315	83	79
5 Lightfoot J (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	R	3	9	25	13	95	12
6 Grandy F (R)	W	W	W	W	W	W	R	1	6	W	R	W	R	W	3	9	25	17	61	22
Kansas																				
1 Roberts P (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	W	2	10	17	10	161	6
2 Slattery J (D)	R	W	R	R	R	R	R	6	1	R	R	W	R	R	10	2	83	91	47	66
3 Meyers J (R)	W	W	W	W	A	R	R	2	4	W	W	W	R	R	4	7	36	19	87	18
4 Glickman D (D)	R	W	R	R	A	R	R	5	1	W	R	W	R	W	7	4	64	163	91	64
5 Nichols D (R)	A	W	W	W	A	W	R	1	4	W	W	W	R	R	3	7	30	4	18	18
Kentucky																				
1 Hubbard C (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	193	100	66
2 Natcher W (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	329	109	75
3 Mazzoli R (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	220	117	65
4 Bunning J (R)	W	W	W	W	W	R	R	2	5	W	A	W	R	W	3	8	27	9	67	12
5 Rogers H (R)	R	W	R	W	W	R	R	4	3	W	W	W	R	R	6	6	50	47	127	27
6 Hopkins L (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	49	155	24
7 Perkins C (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	R	11	0	100	103	5	95
Louisiana																				
1 Livingston B (R)	W	A	W	W	W	W	R	1	5	W	A	W	R	R	3	7	30	30	233	11
2 Jefferson W (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	22	2	92
3 Tauzin W (D)	R	W	R	W	W	R	R	4	3	W	A	W	R	R	6	5	55	73	96	43
4 McCrery J (R)	W	W	W	W	W	A	R	1	5	W	W	A	W	W	1	9	10	6	50	11
5 Huckaby J (D)	R	W	R	W	W	A	R	3	3	W	A	A	R	W	4	5	44	77	171	31
6 Baker R (R)	W	A	W	W	W	W	R	1	5	W	A	W	W	R	2	8	20	10	64	14
7 Hayes J (D)	R	W	R	W	W	R	R	4	3	W	A	W	R	R	6	5	55	48	27	64
8 Holloway C (R)	W	A	R	W	W	R	R	3	3	W	W	W	W	R	4	7	36	20	53	27
Maine																				
1 Andrews T (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	22	2	92
2 Snowe O (R)	R	W	R	W	W	R	R	4	3	W	R	R	R	W	7	5	58	100	112	47
Maryland																				
1 Gilchrest W (R)	A	W	W	W	W	R	R	2	4	W	R	W	R	W	4	7	36	6	17	26
2 Bentley H (R)	W	W	R	W	R	R	R	4	3	W	W	W	R	R	6	6	50	52	54	49
3 Cardin B (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	72	6	92
4 McMillen T (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	69	9	88
5 Hoyer S (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	158	11	93
6 Byron B (D)	A	W	R	W	W	R	R	3	3	W	W	W	R	R	5	6	45	102	107	49
7 Mfume K (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	76	2	97
8 Morella C (R)	R	W	W	W	W	R	R	3	4	W	R	R	R	W	6	6	50	48	30	62
Massachusetts																				
1 Olver J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	19	1	95
2 Neal R (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	45	2	96
3 Early J (D)	R	R	R	R	R	R	R	7	0	W	A	R	R	W	9	2	82	247	41	86
4 Frank B (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	157	16	91
5 Atkins C (D)	R	R	R	R	R	R	R	7	0	R	A	R	R	W	10	1	91	97	9	92
6 Mavroules N (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	195	12	94
7 Markey E (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	230	22	91
8 Kennedy J (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	73	5	94
9 Moakley J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	296	19	94
10 Studds G (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	295	28	91
11 Donnelly B (D)	R	A	R	R	R	R	R	6	0	W	R	R	R	W	9	2	82	183	24	88
Michigan																				
1 Conyers J (D)	R	R	R	A	A	R	R	5	0	R	A	R	R	W	8	1	89	315	26	92
2 Pursell C (R)	W	W	W	W	R	W	R	2	5	W	W	W	W	R	3	9	25	94	145	39
3 Wolpe H (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	197	15	93
4 Upton F (R)	R	W	W	W	R	R	R	4	3	W	R	W	R	W	6	6	50	21	57	27
5 Henry P (R)	R	W	R	W	R	R	R	5	2	W	W	W	R	R	7	5	58	36	71	34
6 Carr B (D)	R	W	R	R	R	R	R	6	1	W	R	W	R	R	9	3	75	221	51	81
7 Kildee D (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	242	13	95
8 Traxler B (D)	A	A	A	R	A	R	R	3	0	A	A	R	R	A	5	0	100	256	34	88
9 Vander Jagt G (R)	W	A	W	W	A	W	R	1	4	W	W	W	W	W	1	9	10	56	298	16
10 Camp D (R)	W	W	W	W	W	R	W	1	6	W	R	W	W	R	3	9	25	4	20	17
11 Davis R (R)	R	W	R	R	R	W	R	5	2	W	W	W	R	W	6	6	50	135	72	65
12 Bonior D (D)	R	A	R	R	R	R	R	6	0	R	R	R	R	W	10	1	91	233	14	94
13 Collins B (D)	R	R	R	R	A	R	R	6	0	R	A	R	R	W	9	1	90	21	1	95
14 Hertel D (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	R	11	0	100	161	8	95
15 Ford W (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	163	7	96
16 Dingell J (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	382	31	92
17 Levin S (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	132	7	95
18 Broomfield W (R)	W	A	W	W	A	W	R	1	4	W	A	W	R	R	3	6	33	65	282	19
Minnesota																				
1 Penny T (D)	W	R	W	R	R	R	W	4	3	W	R	W	W	R	6	6	50	76	63	55
2 Weber V (R)	A	A	W	W	W	W	W	0	5	W	R	W	R	R	3	7	30	20	150	12
3 Ramstad J (R)	W	W	W	W	W	R	R	2	5	W	W	R	R	R	5	7	42	9	15	38
4 Vento B (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	234	19	92
5 Sabo M (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	196	17	92
6 Sikorski G (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	W	9	3	75	130	9	94
7 Peterson C (D)	R	R	R	R	R	W	R	6	1	W	R	R	R	W	9	3	75	17	7	71
8 Oberstar J (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	274	22	93

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time

S Speaker

Number before each name shows congressional district.

4 AFL-CIO NEWS J

VOTED IN THE HOUSE IN 1992

Mississippi

	Extended UI Benefits	Rail Lockout	Trade (Japanese Imports)	Davis-Bacon Supplemental	ERISA Preemptions	China MFN Veto Override	Energy Bill	Labor Votes		Balanced Budget Amendment	Voting Rights/Language Assistance	Family and Medical Leave	Cable TV Veto Override	Taxes/Urban Aid	Total All Votes 1992		1992 Right Percentage	Lifetime Total		Lifetime Right Percentage
	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 Whitten J (D)	R	A	R	R	A	R	R	5	0	W	W	R	R	A	7	2	78	204	229	47
2 Espy M (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	67	11	86
3 Montgomery G (D)	W	W	R	W	W	W	R	2	5	W	W	W	R	W	3	9	25	59	304	16
4 Parker M (D)	W	W	R	W	W	R	R	3	4	W	W	W	W	W	3	9	25	13	34	28
5 Taylor G (D)	W	W	R	R	W	R	R	4	3	W	W	W	R	R	6	6	50	17	20	46

Missouri

1 Clay W (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	W	10	1	91	305	14	96
2 Horn J (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	22	2	92
3 Gephardt R (D)	R	W	R	R	A	A	R	4	1	R	A	R	R	W	7	2	78	201	38	84
4 Skelton I (D)	R	W	R	R	R	R	R	6	1	W	W	W	R	R	8	4	67	163	80	67
5 Wheat A (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	W	10	1	91	133	5	96
6 Coleman T (R)	R	W	R	W	W	R	R	4	3	W	A	R	R	R	7	4	64	59	193	23
7 Hancock M (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	R	3	9	25	5	43	10
8 Emerson B (R)	W	W	R	W	W	R	R	3	4	W	W	W	R	R	5	7	42	42	129	25
9 Volkmer H (D)	R	R	R	R	A	R	R	6	0	W	R	R	R	R	10	1	91	183	68	73

Montana

1 Williams P (D)	R	R	R	R	R	W	R	6	1	R	R	R	R	R	11	1	92	181	24	88
2 Marlenee R (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	R	3	9	25	43	203	17

Nebraska

1 Bereuter D (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	R	4	8	33	45	168	21
2 Hoagland P (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	40	8	83
3 Barrett B (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	R	3	9	25	4	20	17

Nevada

1 Bilbray J (D)	R	W	R	R	R	R	W	5	2	W	R	R	R	R	9	3	75	67	11	86
2 Vucanovich B (R)	W	W	W	W	W	W	W	0	7	W	R	W	W	R	2	10	17	14	123	10

New Hampshire

1 Zeliff B (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	4	20	17
2 Swett D (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	21	3	88

New Jersey

1 Andrews R (D)	R	R	R	R	R	R	R	7	0	W	R	R	W	R	10	2	83	21	3	88
2 Hughes W (D)	R	W	R	R	R	R	R	6	1	R	R	R	W	R	10	2	83	229	69	77
3 Pallone F (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	10	2	83	42	6	88
4 Smith C (R)	R	W	R	R	R	R	R	6	1	W	R	R	W	W	8	4	67	126	48	72
5 Roukema M (R)	R	W	R	W	W	R	R	4	3	W	W	R	W	W	5	7	42	62	109	36
6 Dwyer B (D)	R	A	R	R	R	R	R	6	0	R	A	R	R	A	9	0	100	164	5	97
7 Rinaldo M (R)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	258	58	82
8 Roe R (D)	R	A	R	R	R	W	R	5	1	R	R	R	R	W	9	2	82	308	32	91
9 Torricelli R (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	123	8	94
10 Payne D (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	W	10	1	91	44	1	98
11 Gallo D (R)	W	W	W	R	R	R	R	4	3	W	W	W	W	W	4	8	33	37	70	35
12 Zimmer D (R)	W	W	W	W	R	R	R	3	4	W	W	R	W	R	5	7	42	10	14	42
13 Saxton J (R)	W	W	W	R	R	R	R	4	3	W	W	R	W	R	6	6	50	39	69	36
14 Guarini F (D)	R	A	R	R	R	R	R	6	0	R	R	R	R	W	10	1	91	192	18	91

New Mexico

1 Schiff S (R)	W	R	W	W	R	R	R	4	3	W	R	W	R	R	7	5	58	16	32	33
2 Skeen J (R)	W	W	W	W	W	R	R	2	5	W	R	W	R	R	5	7	42	24	150	14
3 Richardson B (D)	R	A	R	R	R	R	R	6	0	W	R	R	W	W	8	3	73	123	15	89

New York

1 Hochbrueckner G (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	74	3	96
2 Downey T (D)	R	W	W	R	R	R	R	5	2	R	R	R	R	W	9	3	75	256	37	87
3 Mrazek R (D)	R	R	W	R	A	R	R	5	1	R	A	R	R	W	8	2	80	114	18	86
4 Lent N (R)	W	W	A	A	W	W	R	1	4	W	W	W	W	R	2	8	20	101	229	31
5 McGrath R (R)	W	A	W	R	R	R	R	4	2	W	R	R	R	W	7	4	64	77	91	46
6 Flake F (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	73	2	97
7 Ackerman G (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	W	10	1	91	131	2	98
8 Scheuer J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	331	28	92
9 Manton T (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	100	6	94
10 Schumer C (D)	R	A	W	R	R	R	R	5	1	R	R	R	R	W	9	2	82	152	15	91
11 Towns E (D)	R	W	R	R	A	R	R	5	1	R	R	R	R	W	9	2	82	126	3	98
12 Owens M (D)	R	R	R	W	R	R	R	6	1	R	R	R	R	R	11	1	92	131	2	98
13 Solarz S (D)	R	W	R	A	R	R	R	5	1	R	R	R	R	A	9	1	90	261	31	89
14 Molinari S (R)	W	W	W	W	R	R	R	3	4	W	R	R	R	R	7	5	58	58	104	36
15 Green B (R)	R	W	W	W	R	R	R	4	3	R	R	R	R	W	8	4	67	123	106	54
16 Rangel C (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	316	18	95
17 Weiss T (D)	R	R	R	R	A	I	I	4	0	R	R	I	I	I	6	0	100	225	17	93
18 Serrano J (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	W	10	1	91	31	1	97
19 Engel E (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	W	10	1	91	45	1	98
20 Lowey N (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	47	1	98
21 Fish H (R)	W	W	W	R	R	R	R	4	3	W	R	R	R	W	7	5	58	170	178	49
22 Gilman B (R)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	243	75	76
23 McNulty M (D)	R	R	R	R	R	R	R	7	0	R	A	R	R	W	10	1	91	45	2	96
24 Solomon G (R)	R	R	W	R	R	R	W	5	2	W	W	R	W	R	7	5	58	57	148	28
25 Boehlert S (R)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	96	43	69
26 Martin D (R)	A	A	W	R	R	W	R	3	2	W	A	R	W	R	5	4	56	53	111	32
27 Walsh J (R)	R	R	R	R	R	R	R	7	0	W	W	W	R	R	9	3	75	23	25	48
28 McHugh M (D)	R	W	W	R	R	R	R	5	2	R	R	R	R	R	10	2	83	242	50	83
29 Horton F (R)	W	R	R	R	R	R	R	6	1	W	R	R	W	R	9	3	75	272	116	70
30 Slaughter L (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	73	4	95
31 Paxon B (R)	R	W	W	W	W	R	R	3	4	W	W	W	W	R	4	8	33	8	40	17
32 LaFalce J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	244	47	84
33 Nowak H (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	274	25	92
34 Houghton A (R)	W	W	W	R	R	R	R	4	3	W	R	W	R	W	6	6	50	30	46	39

North Carolina

1 Jones W (D)	A	W	R	R	R	I	I	3	1	W	R	I	I	I	4	2	67	184	159	54
2 Valentine T (D)	W	W	W	W	W	W	R	2	5	W	R	W	R	R	5	7	42	63	76	45
3 Lancaster H (D)	R	W	R	W	R	R	R	5	2	W	W	W	R	W	6	6	50	46	32	59
4 Price D (D)	R	W	R	W	R	R	R	5	2	W	R	R	R	W	8	4	67	63	15	81
5 Neal S (D)	R	W	W	W	R	R	R	4	3	W	W	W	R	R	6	6	50	156	129	55
6 Coble H (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	W	3	9	25	19	90	17
7 Rose C (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	201	98	67
8 Hefner W (D)	A	A	A	W	R	R	R	3	1	A	R	R	R	R	7	1	88	165	120	58
9 McMillan A (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	R	4	8	33	20	89	18
10 Ballenger C (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	12	65	16
11 Taylor C (R)	W	W	W	W	W	R	R	2	5	W	W	W	R	W	3	9	25	5	19	21

North Dakota

AL Dorgan B (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	130	41	76

Ohio

1 Luken C (D)	R	R	R	R	R	R	R	7	0	W	R	W	A	W	8	3	73	14	9	61
2 Gradison B (R)	W	W	W	W	W	W	R	1	6	W	R	W	R	W	3	9	25	40	253	14
3 Hall T (D)	R	W	R	R	R	R	R	6	1	W	R	R	W	W	8	4	67	166	41	80
4 Oxley M (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	14	154	8
5 Gillmor P (R)	W	W	W	R	R	W	R	3	4	W	R	R	W	R	6	6	50	11	37	23
6 McEwen B (R)	W	W	W	W	W	R	R	2	5	W	R	W	W	R	4	8	33	30	140	18
7 Hobson D (R)	W	W	W	W	W	R	R	2	5	W	R	W	W	R	4	8	33	7	17	29
8 Boehner J (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	2	22	8
9 Kaptur M (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	123	11	92
10 Miller C (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	A	1	10	9	51	315	14
11 Eckart D (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	153	21	88
12 Kasich J (R)	W	W	W	W	W	R	R	2	5	W	R	W	R	R	5	7	42	23	115	17
13 Pease D (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	R	11	1	92	213	41	84
14 Sawyer T (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	W	10	2	83	71	7	91
15 Wylie C (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	R	3	9	25	77	284	21
16 Regula R (R)	R	W	R	R	R	R	R	6	1	W	W	R	W	R	8	4	67	122	203	38
17 Traficant J (D)	R	R	R	R	R	A	R	6	0	R	A	R	R	W	9	1	90	105	2	98
18 Applegate D (D)	R	R	R	R	R	W	R	6	1	R	R	R	R	R	11	1	92	199	56	78
19 Feighan E (D)	R	R	R	R	R	R	R	7	0	W	A	R	W	W	8	3	73	125	11	92
20 Oakar M (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	233	17	93
21 Stokes L (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	318	17	95

Oklahoma

1 Inhofe J (R)	A	W	W	W	W	R	R	2	4	W	W	W	R	R	4	7	36	12	63	16
2 Synar M (D)	R	W	W	R	R	R	R	5	2	R	R	R	R	R	10	2	83	139	72	66
3 Brewster B (D)	W	W	R	R	R	R	R	5	2	W	W	W	R	W	6	6	50	14	10	58
4 McCurdy D (D)	R	W	W	W	R	A	R	3	3	W	R	R	R	R	7	4	64	79	84	48
5 Edwards M (R)	W	W	R	W	W	A	R	2	4	W	A	W	A	A	2	6	25	26	218	11
6 English G (D)	W	W	R	W	R	R	R	4	3	W	R	R	R	R	8	4	67	107	193	36

Oregon

1 AuCoin L (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	221	70	76
2 Smith B (R)	R	W	W	W	W	W	R	2	5	W	W	W	W	R	3	9	25	21	118	15
3 Wyden R (D)	R	W	W	R	R	R	R	5	2	R	A	R	R	W	8	3	73	140	32	81
4 De Fazio P (D)	R	R	R	R	R	R	W	6	1	W	A	R	R	R	9	2	82	68	8	89
5 Kopetski M (D)	R	R	W	R	R	W	R	5	2	R	R	R	W	W	8	4	67	18	6	75

Pennsylvania

1 Foglietta T (D)	R	A	R	R	R	R	R	6	0	R	R	R	R	W	10	1	91	159	6	96
2 Blackwell L (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	15	0	100
3 Borski R (D)	R	R	R	R	R	R	R	7	0	R	R	R	W	W	10	2	83	130	6	96
4 Kolter J (D)	R	R	R	R	R	R	R	7	0	W	A	R	R	A	9	1	90	124	9	93
5 Schulze R (R)	W	A	W	A	A	R	R	2	2	W	R	W	R	W	4	5	44	67	218	24
6 Yatron G (D)	R	R	R	R	R	R	R	7	0	W	A	R	R	A	9	1	90	286	52	85
7 Weldon C (R)	R	R	R	R	R	R	R	7	0	W	R	R	W	R	10	2	83	43	29	60
8 Kostmayer P (D)	R	R	R	R	R	R	W	6	1	R	W	R	W	R	9	3	75	195	24	89
9 Shuster B (R)	W	W	R	W	W	W	W	1	6	W	W	W	W	R	2	10	17	58	255	19
10 McDade J (R)	A	A	R	R	R	W	R	4	1	W	R	R	A	A	6	2	75	258	119	68
11 Kanjorski P (D)	R	R	R	R	R	R	R	7	0	R	W	R	R	W	10	2	83	98	11	90
12 Murtha J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	267	39	87
13 Coughlin L (R)	W	W	W	W	A	A	R	1	4	W	A	R	W	R	3	6	33	126	225	36
14 Coyne W (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	166	8	95
15 Ritter D (R)	W	W	R	R	R	R	R	5	2	W	R	W	W	W	6	6	50	74	135	35
16 Walker R (R)	W	W	W	W	W	R	W	1	6	W	R	W	W	R	3	9	25	35	220	14
17 Gekas G (R)	R	A	W	W	W	W	W	1	5	W	W	W	W	R	2	9	18	25	113	18
18 Santorum R (R)	W	R	R	R	R	R	R	6	1	W	W	W	W	R	7	5	58	12	12	50
19 Goodling B (R)	W	W	R	W	W	R	R	3	4	W	W	W	W	R	4	8	33	77	209	27
20 Gaydos J (D)	R	R	R	R	R	W	R	6	1	R	A	R	R	A	9	1	90	307	30	91
21 Ridge T (R)	R	W	R	R	R	R	W	5	2	W	W	W	W	R	6	6	50	76	62	55
22 Murphy A (D)	R	R	R	R	R	R	R	7	0	R	W	R	W	R	10	2	83	204	44	82
23 Clinger W (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	79	129	38

Rhode Island

1 Machtley R (R)	R	W	W	W	W	R	R	3	4	W	R	R	R	W	6	6	50	25	23	52
2 Reed J (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	22	2	92

South Carolina

1 Ravenel A (R)	W	W	R	W	W	R	R	3	4	W	W	R	R	W	5	7	42	32	46	41
2 Spence F (R)	W	W	R	W	W	R	R	3	4	W	W	W	R	R	5	7	42	60	277	18
3 Derrick B (D)	R	W	R	W	R	R	R	5	2	W	W	R	R	W	7	5	58	168	125	57
4 Patterson L (D)	R	W	R	W	W	R	R	4	3	W	W	W	R	R	6	6	50	45	33	58
5 Spratt J (D)	R	W	R	W	R	R	R	5	2	W	R	R	R	W	8	4	67	88	49	64
6 Tallon R (D)	R	A	R	R	R	R	R	6	0	R	A	R	R	W	9	1	90	94	42	69

South Dakota

AL Johnson T (D)	R	R	R	R	R	W	R	6	1	W	W	R	R	W	8	4	67	64	14	82

Tennessee

1 Quillen J (R)	W	W	W	W	W	W	R	1	6	W	R	W	R	R	4	8	33	73	307	19
2 Duncan J (R)	W	W	R	W	W	R	R	3	4	W	W	W	R	R	5	7	42	16	32	33
3 Lloyd M (D)	R	W	W	R	R	R	R	5	2	W	A	W	R	R	7	4	64	175	114	61
4 Cooper J (D)	R	W	W	W	R	R	R	4	3	W	R	R	R	R	8	4	67	89	48	65
5 Clement B (D)	R	W	R	R	R	R	A	5	1	W	A	R	A	A	6	2	75	45	12	79
6 Gordon B (D)	R	W	W	R	R	R	R	5	2	W	R	R	R	W	8	4	67	89	18	83
7 Sundquist D (R)	W	W	W	W	W	W	R	1	6	W	A	W	R	W	2	9	18	23	112	17
8 Tanner J (D)	R	W	R	W	R	R	R	5	2	W	R	W	R	W	7	5	58	27	21	56
9 Ford H (D)	R	A	R	A	A	A	R	3	0	R	A	R	R	W	6	1	86	153	20	88

Texas

1 Chapman J (D)	R	W	R	W	R	R	R	5	2	W	R	R	R	R	9	3	75	64	37	63
2 Wilson C (D)	R	R	R	R	R	R	R	7	0	W	A	R	R	W	9	2	82	208	89	70
3 Johnson S (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	3	20	13
4 Hall R (D)	W	W	R	W	W	R	R	3	4	W	R	W	R	R	6	6	50	58	110	35
5 Bryant J (D)	R	R	R	R	R	R	R	7	0	W	A	R	R	W	9	2	82	124	10	93
6 Barton J (R)	W	W	W	W	W	R	R	2	5	W	A	W	W	R	3	8	27	7	99	7
7 Archer B (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	R	2	10	17	16	330	5
8 Fields J (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	14	160	8
9 Brooks J (D)	R	W	R	R	R	R	R	6	1	R	R	R	W	R	10	2	83	327	93	78
10 Pickle J (D)	R	R	W	W	R	R	R	5	2	W	A	R	R	W	7	4	64	204	173	54
11 Edwards C (D)	R	W	R	R	R	R	R	6	1	W	R	W	R	R	9	3	75	18	6	75
12 Geren P (D)	W	W	R	W	A	R	R	3	3	W	R	W	R	R	6	5	55	21	19	53
13 Sarpalius B (D)	W	W	R	R	W	R	R	4	3	W	R	W	R	W	6	6	50	21	26	45
14 Laughlin G (D)	W	A	R	R	W	R	R	4	2	W	A	W	W	R	5	5	50	21	21	50
15 De La Garza E (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	W	9	3	75	224	136	62
16 Coleman R (D)	R	R	W	R	R	R	R	6	1	R	R	R	R	W	10	2	83	119	17	88
17 Stenholm C (D)	W	W	W	W	W	R	R	2	5	W	W	W	R	W	3	9	25	41	168	20
18 Washington C (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	32	2	94
19 Combest L (R)	W	W	R	W	W	R	R	3	4	W	W	W	W	R	4	8	33	14	95	13
20 Gonzalez H (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	360	35	91
21 Smith L (R)	W	W	W	W	W	R	R	2	5	W	A	R	W	R	4	7	36	14	62	18
22 Delay T (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	4	103	4
23 Bustamante A (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	99	6	94
24 Frost M (D)	R	W	R	R	R	R	R	6	1	W	A	R	R	W	8	3	73	163	37	82
25 Andrews M (D)	R	W	W	W	R	R	R	4	3	W	A	R	R	W	6	5	55	86	50	63
26 Armey D (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	3	106	3
27 Ortiz S (D)	R	W	R	R	R	R	R	6	1	W	R	R	R	R	10	2	83	111	22	83

Utah

1 Hansen J (R)	W	W	W	W	W	W	R	1	6	W	A	W	W	R	2	9	18	7	159	4
2 Owens W (D)	A	A	R	R	R	R	R	5	0	W	A	R	R	W	7	2	78	79	14	85
3 Orton B (D)	W	W	R	R	R	R	R	5	2	W	W	W	W	W	5	7	42	9	15	38

Vermont

AL Sanders B (I)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	24	0	100

Virginia

1 Bateman H (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	W	2	10	17	15	123	11
2 Pickett O (D)	W	W	W	W	R	W	R	2	5	R	W	W	W	W	3	9	25	49	29	63
3 Bliley T (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	23	151	13
4 Sisisky N (D)	A	W	R	W	R	R	R	4	2	W	R	W	R	W	6	5	55	87	50	64
5 Payne L (D)	R	W	R	W	W	R	R	4	3	W	R	W	R	W	6	6	50	28	25	53
6 Olin J (D)	R	R	W	R	R	R	R	6	1	R	R	W	W	R	9	3	75	82	56	59
7 Allen G (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	R	3	9	25	4	11	27
8 Moran J (D)	R	W	A	R	R	R	R	5	1	W	R	R	R	W	8	3	73	18	5	78
9 Boucher R (D)	R	W	R	R	R	R	R	6	1	R	A	R	R	W	9	2	82	111	24	82
10 Wolf F (R)	W	W	W	W	W	R	R	2	5	W	R	W	R	R	5	7	42	32	141	18

Washington

HOW YOUR SENATORS VOTED

	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
Alabama																				
Heflin H (D)	R	R	R	R	W	R	W	6	1	W	R	R	W	R	9	3	75	75	64	75
Shelby R (D)	R	R	R	R	W	W	W	5	2	W	R	R	W	R	7	5	58	50	17	75
Alaska																				
Murkowski F (R)	W	R	W	W	W	A	W	1	5	W	W	R	R	A	3	7	30	43	123	26
Stevens T (R)	W	R	R	W	W	R	W	4	3	W	W	W	W	W	4	8	33	138	185	43
Arizona																				
DeConcini D (D)	A	R	R	W	R	R	W	5	1	W	W	R	R	W	7	4	64	153	84	65
McCain J (R)	W	W	W	W	W	R	W	1	6	W	W	R	R	W	4	8	33	12	55	18
Arkansas																				
Bumpers D (D)	R	R	W	R	W	R	W	5	2	R	R	R	R	W	9	3	75	191	94	67
Pryor D (D)	R	R	W	R	W	R	W	5	2	R	R	R	R	W	9	3	75	127	75	63
California																				
Cranston A (D)	R	R	R	R	R	R	W	7	0	R	W	R	W	W	10	2	83	287	32	90
Seymour J (R)	W	W	W	W	A	W	W	1	5	W	W	A	W	W	1	9	10	5	17	23
Colorado																				
Brown H (R)	W	W	W	W	W	R	W	2	5	W	W	W	W	R	3	9	25	5	19	21
Wirth T (D)	R	R	R	R	R	R	W	7	0	R	W	R	R	W	10	2	83	54	13	81
Connecticut																				
Dodd C (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	156	12	93
Lieberman J (D)	W	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	36	7	84
Delaware																				
Biden J (D)	R	R	R	A	R	R	W	6	0	R	R	R	R	W	11	0	100	235	52	82
Roth W (R)	W	W	W	W	W	R	W	1	6	A	W	R	R	W	3	8	27	67	262	20
Florida																				
Graham B (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	W	9	3	75	52	15	78
Mack C (R)	W	W	W	W	W	R	W	2	5	W	W	W	A	W	2	9	18	10	32	24
Georgia																				
Fowler W (D)	R	R	R	R	W	R	W	6	1	R	R	R	R	W	9	3	75	49	16	75
Nunn S (D)	R	R	R	R	A	R	W	6	0	R	R	R	R	W	10	1	91	144	179	45
Hawaii																				
Akaka D (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	29	3	91
Inouye D (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	302	35	90
Idaho																				
Craig L (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	5	19	21
Symms S (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	8	156	5
Illinois																				
Dixon A (D)	R	R	R	R	W	R	W	6	1	W	R	R	R	W	9	3	75	52	15	78
Simon P (D)	R	R	R	R	W	R	W	7	0	W	R	R	R	W	2	9	18	10	32	24
Indiana																				
Coats D (R)	W	W	W	W	W	R	W	1	6	W	W	R	R	W	4	8	33	11	32	26
Lugar R (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	28	222	7
Iowa																				
Grassley C (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	W	2	10	17	33	142	19
Harkin T (D)	A	R	R	R	R	R	W	6	0	R	R	R	R	W	10	1	91	90	9	91
Kansas																				
Dole R (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	55	277	17
Kassebaum N (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	3	9	25	41	165	20
Kentucky																				
Ford W (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	224	65	78
McConnell M (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	A	2	9	18	19	82	19
Louisiana																				
Breaux J (D)	W	R	R	R	W	R	W	5	2	W	R	R	R	W	8	4	67	53	13	80
Johnston B (D)	R	R	R	R	W	R	W	5	2	R	R	R	R	W	9	3	75	158	133	54
Maine																				
Cohen W (R)	W	W	W	W	W	R	W	2	5	W	W	R	R	W	4	8	33	80	130	38
Mitchell G (D)	R	R	R	W	R	R	W	6	1	R	R	R	R	W	2	10	17	159	26	86
Maryland																				
Mikulski B (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	59	5	92
Sarbanes P (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	236	10	96
Massachusetts																				
Kennedy E (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	322	26	93
Kerry J (D)	R	R	R	R	W	R	R	6	1	R	R	R	R	W	10	2	83	94	8	92
Michigan																				
Levin C (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	195	17	92
Riegle D (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	229	17	93
Minnesota																				
Durenberger D (R)	W	R	W	R	W	R	W	2	5	W	R	R	R	R	6	6	50	92	109	46
Wellstone P (D)	R	R	R	R	W	R	W	6	1	W	R	R	R	R	11	1	92	21	3	88
Mississippi																				
Cochran T (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	W	2	10	17	34	174	16
Lott T (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	9	33	21
Missouri																				
Bond C (R)	A	W	W	R	W	A	W	1	4	W	W	R	R	A	3	6	33	16	44	27
Danforth J (R)	W	W	W	W	W	R	W	1	6	W	W	R	R	W	3	9	25	76	172	31
Montana																				
Baucus M (D)	R	R	R	R	W	R	W	5	2	R	W	R	R	W	9	3	75	155	54	74
Burns C (R)	R	W	W	W	W	R	W	2	5	W	W	W	W	R	3	9	25	6	37	14
Nebraska																				
Exon J (D)	R	R	R	R	W	R	W	6	1	R	R	R	R	W	10	2	83	106	95	53
Kerrey R (D)	A	R	R	R	R	R	W	6	0	R	R	W	R	W	10	1	91	33	6	85
Nevada																				
Bryan R (D)	R	R	R	R	W	R	W	6	1	W	R	R	W	R	9	3	75	135	75	64
Reid H (D)	R	R	R	R	W	R	W	5	2	W	R	R	W	R	7	5	58	50	17	75
New Hampshire																				
Rudman W (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	A	3	7	30	43	123	26
Smith R (R)	W	R	R	W	W	R	W	2	5	W	W	W	W	W	4	8	33	138	185	43
New Jersey																				
Bradley B (D)	W	R	R	R	R	R	W	6	1	A	R	R	R	W	7	4	64	153	84	65
Lautenberg F (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	4	8	33	12	55	18
New Mexico																				
Bingaman J (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	191	94	67
Domenici P (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	R	2	10	17	127	75	63
New York																				
D'Amato A (R)	A	R	R	A	R	R	W	5	0	W	W	R	R	W	7	3	70	86	85	50
Moynihan D (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	223	22	91
North Carolina																				
Helms J (R)	W	W	A	W	W	R	A	1	4	A	W	W	W	A	1	7	13	29	277	9
Sanford T (D)	R	W	R	W	R	R	A	1	4	A	R	R	R	A	7	2	78	54	9	86
North Dakota																				
Burdick Q (D)	R	R	I	I	I	I	I	3	0	R	I	R	R	I	4	0	100	329	54	86
Burdick J (D)	I	I	I	R	R	R	R	4	0	I	R	R	R	A	7	0	100	7	0	100
Conrad K (D)	R	R	R	R	W	R	W	5	2	R	R	R	R	W	9	3	75	54	13	81
Ohio																				
Glenn J (D)	R	R	R	R	W	R	W	6	1	W	R	R	R	W	9	3	75	226	55	80
Metzenbaum H (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	R	12	0	100	242	15	94
Oklahoma																				
Boren D (D)	R	W	R	W	R	R	W	4	3	W	R	R	W	W	6	6	50	89	119	43
Nickles D (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	W	1	11	8	9	165	5
Oregon																				
Hatfield M (R)	R	R	R	R	W	R	W	6	1	W	R	R	R	W	9	3	75	49	16	75
Packwood B (R)	W	R	R	R	W	R	W	4	3	W	R	R	R	W	6	6	50	159	176	47
Pennsylvania																				
Specter A (R)	R	R	R	R	W	R	W	7	0	W	R	R	R	W	10	2	83	121	52	70
Wofford H (D)	R	R	R	R	W	R	W	7	0	R	R	R	R	W	11	1	92	19	2	90
Rhode Island																				
Chafee J (R)	R	W	R	W	W	R	W	1	6	W	W	R	W	W	2	10	17	111	137	45
Pell C (D)	R	R	R	W	R	R	W	6	1	A	R	R	R	W	9	2	82	347	35	91
South Carolina																				
Hollings F (D)	R	R	W	R	W	R	R	5	2	W	W	W	R	W	6	6	50	201	139	59
Thurmond S (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	W	3	9	25	52	368	12
South Dakota																				
Daschle T (D)	R	R	R	R	W	R	R	6	1	W	R	R	R	W	9	3	75	54	12	79
Pressler L (R)	W	W	W	W	W	R	R	1	6	W	W	W	R	W	2	10	17	60	136	31
Tennessee																				
Gore A (D)	R	R	R	A	A	A	A	3	0	R	R	R	R	A	7	0	100	78	11	88
Sasser J (D)	R	R	R	R	W	R	R	6	1	R	R	R	R	W	10	2	83	197	47	81
Texas																				
Bentsen L (D)	R	A	R	R	W	R	R	5	1	R	R	R	R	W	9	2	82	175	137	56
Gramm P (R)	W	W	W	W	W	R	R	1	6	W	W	W	W	W	1	11	8	6	95	6
Utah																				
Garn J (R)	A	W	W	W	W	R	R	1	5	W	W	W	W	W	1	10	9	31	257	11
Hatch O (R)	W	W	W	W	W	R	R	1	6	W	W	W	R	W	2	10	17	34	210	14
Vermont																				
Jeffords J (R)	R	W	R	W	A	R	W	2	3	W	R	R	R	A	5	4	56	19	21	48
Leahy P (D)	R	R	R	R	R	R	A	6	0	R	R	R	R	A	10	0	100	243	45	84
Virginia																				
Robb C (D)	R	R	R	R	W	R	R	6	1	W	R	R	R	W	9	3	75	30	13	70
Warner J (R)	W	W	W	W	W	R	R	1	6	W	W	W	R	W	2	10	17	40	174	19
Washington																				
Adams B (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	58	8	88
Gorton S (R)	A	R	W	R	W	R	W	3	3	W	W	W	R	W	4	7	36	8	34	19
West Virginia																				
Byrd R (D)	R	R	R	R	R	R	W	7	0	R	R	R	R	W	11	1	92	312	105	75
Rockefeller J (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	W	10	1	91	90	12	88
Wisconsin																				
Kasten B (R)	W	W	W	W	W	A	W	0	6	W	R	R	R	A	2	8	20	44	128	26
Kohl H (D)	R	R	R	R	R	R	W	7	0	W	R	R	R	W	10	2	83	32	11	74
Wyoming																				
Simpson A (R)	W	W	W	W	W	R	W	1	6	W	W	W	R	W	2	10	17	193	24	8
Wallop M (R)	W	W	W	W	W	R	R	2	5	W	W	W	W	R	3	9	25	23	219	10

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time

Unemployment in '92 stuck at recession level

By John R. Oravec

With the nation's frail economic convalescence lacking the needed impetus for productive jobs growth, the unemployment rate averaged 7.4 percent last year — the highest level since the tail end of the Reagan recession in 1984.

Factory workers lost 255,000 more manufacturing jobs in 1992, while the sputtering economy produced 694,000 service jobs, many of them part time. Manufacturing payrolls have declined by 1.4 million since January 1989.

Still reeling from the effects of the Bush recession, the December jobless rate remained stuck at the revised November level of 7.3 percent with 9.3 million workers on the official unemployment rolls, the Bureau of Labor Statistics reported.

Testifying at Senate confirmation hearings, Labor Secretary-designee Robert Reich said that unemployment levels are "distressingly high for this stage of a so-called recovery."

The National Bureau of Economic Research recently declared that the Bush recession had ended in March 1991 when the jobless rate was 6.7 percent and 8.4 million workers unemployed. But the jobs picture continued to deteriorate as the unemployment rate rose to 7.7 in June 1992 with nearly 10 million workers on the jobless rolls before the dire employment situation eased slightly toward yearend.

However, the jobless rate is still 2 percentage points higher than when the Bush recession began in June 1990.

At the Senate hearings, Reich said, "the official unemployment figures mask an ever larger problem having to do with people who are too discouraged to look for work or who are working part time who would rather be working full time."

AFL-CIO economist Frank Parente noted that 16.6 million workers were partially or totally unemployed in December. That number includes the 9.3 million officially jobless, 1 million discouraged workers who have given up the futile search for jobs, and 6.3 million others working part time because full-time jobs were unavailable.

Addressing the Joint Economic Committee of Congress, BLS Deputy Commissioner William Barron said that 1.7 million payroll jobs were lost during the course of the Bush recession. But only 21 percent of those jobs have been recovered since March 1991.

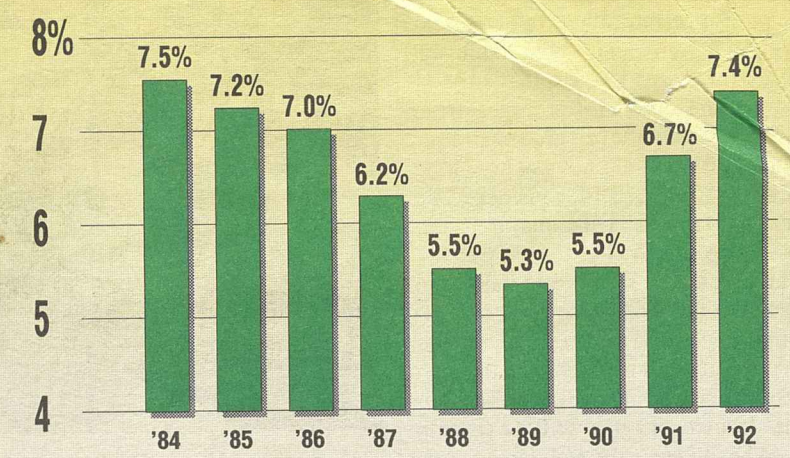
In major industry sectors, the BLS household survey showed jobless rates rising last month to 15.7 percent in construction and to 8 percent in wholesale and retain trade, while easing in manufacturing to 7.2 percent.

Six major states reported jobless rates above the national average of 7.3 percent in December: California, 9.7 percent; Massachusetts, 8.6 percent; New York, 8.4 percent; New Jersey, 8 percent; Michigan 7.9 percent; and Texas, 7.8 percent.

There was little change over the month in jobless rates for major demographic groups: Adult men, 6.8 percent; adult women, 6.4 percent; teenagers, 19.2 percent; whites, 6.3 percent; blacks, 14.2 percent; and Hispanics, 11.7 percent.

Jobless rate hits 8-year high

All civilian workers – yearly average



Source: Bureau of Labor Statistics

Good paying jobs continued to disappear throughout 1992 even as the nation's economic turndown bottomed out. Employers slashed nearly 360,000 jobs in manufacturing, mining, transportation, utilities, and wholesale and retail trade. Although there was a payroll pickup of 694,000 in the lower-paying service sector, many of the jobs were part-time.

AFL-CIO NEWSGRAFIC

L.A. Teachers reject contract, set strike date

Teachers in Los Angeles, the nation's second-largest school system, are fighting for a fair contract after management unilaterally imposed wage and benefit cuts.

"Teachers are doing remarkable things under remarkable circumstances," said Helen Bernstein, president of United Teachers Los Angeles. "With the right resources it is unknown how much they could do."

The local's 27,000 members rejected management's latest contract proposal and set a Feb. 22 strike deadline. State House Speaker Willie Brown (D) is trying to mediate the dispute. "No one wants a strike," Bernstein said. "It would be a disaster for a whole lot of people."

The district imposed a 12 percent pay cut on the teachers on Oct. 4, after the last contract expired. Management also cut health benefits and dramatically raised the costs to workers. The changes amounted to about a 3 percent to 4 percent decrease in wages for the teachers, Bernstein said.

The union's main goal is for the district to change its priorities. "The district is not bankrupt," Bernstein said. It has a $3.9 billion budget. Out of 43 school districts in the state, 41 pay teachers more than does Los Angeles. But only one or two pay administrators more, she said.

Only half of the $4,000 per student the district receives ends up in the classroom where it is needed, she added. With each district receiving the same amount per student under the state's equalized funding scheme, Bernstein said she cannot understand why so little is being spent in Los Angeles on teachers and students.

Newsmakers

Walter J. Shea, president of the AFL-CIO Transportation Trades Department, called President Bush's lame-duck appointment of George Walden to the Interstate Commerce Commission (ICC) a purely partisan, political act.

Shea said the appointment is a blatant scheme to deny a Clinton appointee the opportunity to participate in the resolution of a number of significant cases now pending before the commission. The ICC has regulatory authority over railroads and trucking.

Shea said, "this action is especially disturbing since President-elect Clinton emphasized transportation issues during the campaign and that industry is confronted with serious regulatory and financial problems in need of solutions."

Claude Evans, executive secretary-treasurer of the Nevada State AFL-CIO, recently presented a check for more than $90,000 to the Frontier Strike Christmas fund. The fund is for members of five Las Vegas unions on strike at the Frontier Hotel for the past 15 months. Contributions were received from individuals and union groups, including $2,000 from Steelworkers in Revenswood, W. Va.

The fund got rolling in a big way at the Dec. 5 Desert Solidarity rally when President **Alfred W. DiTolla** of the Theatrical Stage Employees brought a stack of 10 checks for the strikers.

Joyce D. Miller, president of Coalition of Labor Union Women, announced that CLUW is moving its 1993 convention from Denver because of Colorado's new law allowing discrimination based on sexual preference which passed by referendum on the 1992 ballot.

Joel Klaverkamp, the former executive director of the AFL-CIO Frontlash, has been named member services director for the National Association of Homes and Services for Children.

Nordstrom to pay $24 million over 'payjacking' suit

Continued from Page 1

action suit charged that the company failed to pay employees during work breaks.

The state's law requires the use of average pay rather than base pay for such computation purposes.

The victory "puts money in the pockets of the people who worked for it, and sends a signal to the entire retail industry for employers to stop ripping off workers," Wynn said.

Another example of a workers advocacy project is in the grocery industry with Food Lion, the chain under fire for its own off-the-clock practices and food sanitation abuses.

Under the terms of the settlement, Nordstrom is required to:

- Send notices to 100,000 current and former employees advising them of how and when to file back-pay claims.
- Place ads containing back pay claims information in major newspapers in cities where Nordstrom does business.
- Provide three hours of pay for each 100 hours worked to employees paid on commission, and 1.2 hours per 100 hours worked for employees not paid on commission, up to a maximum of $2,000 per affected employee.

Eligibility is contingent on having worked 200 hours during the period from Feb. 16, 1987, to March 15, 1990.

Masters-Mates-Pilots elect Brown to four-year term

The top officers of the Masters, Mates and Pilots have been re-elected to four-year terms. The MM&P is an autonomous affiliate of the Longshoremen.

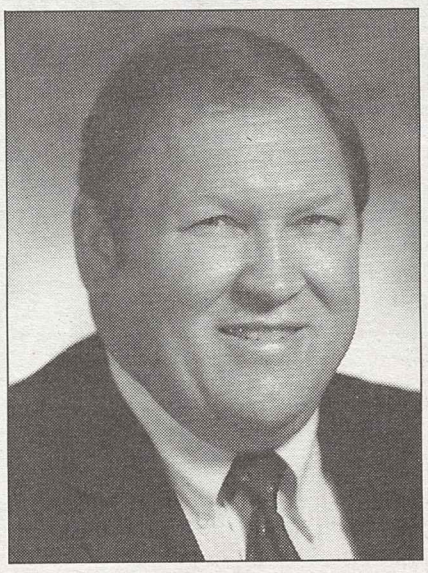
Timothy A. Brown won the presidency with 58 percent of the vote, while James T. Hopkins retains his post as international secretary-treasurer by virtue of a 10 percentage point margin.

Brown first won election in 1991, defeating Robert J. Lowen in a re-run of 1988 elections conducted by the U.S. Department of Labor following challenges. The latest election, by 90-day mail ballot, is the union's regular quadrennial contest.

Arthur Holdeman was re-elected as offshore vice president, Gulf Coast ports. Defeating incumbents were Bob Darley for the post of offshore vice president, Atlantic Coast ports, and Paul Nielsen for the position of offshore vice president, West Coast ports.

Brown said the election makes clear "that our members demand we put the problems of the past behind us and work together to lead our union and our industry into the 21st century."

In other election results, the Pilot Membership Group re-elected George Quick as its vice president and representative on the General Executive Board. Steve Demeroutis beat incumbent Dave Boyle to win the position of vice president, Pacific Maritime Region, while Gerald A. Barry will continue to serve as vice president, Great Lakes and Rivers Maritime Region. Both Demeroutis and Barry also will serve on the GEB. The race for vice president of the Atlantic and Gulf Region remains too close to call.



Timothy A. Brown

Steelworkers formulate plans to boost worker power, wages

By James B. Parks

The Steelworkers announced a new collective bargaining strategy aimed at improving the long-term prospects of the steel industry while improving wages, benefits and worker empowerment.

"The industry has needs and the American economy has needs," said USWA President Lynn Williams. "Now is the time to move forward."

A statement by the Basic Steel Industry Conference offered to open negotiations early and "to consider longer-term contracts out of concern for market and employment stability."

But, the statement cautioned, "the union will not start down the new path except on the condition that there will be no concessions in wages and benefits and that the union will be provided full and continuing access to the company's financial books and records. The union's need for information concerning company plans, strategies and prospects is a theme which runs throughout the substantive elements of the new approach."

"The industry has needs and the American economy has needs. Now is the time to move forward."

— USWA President Lynn Williams

Negotiations are expected soon on USWA contracts covering some 36,000 workers with Bethlehem Steel Corp., National Steel Corp., Armco Inc. and Inland Steel Industries Inc. The pacts all expire July 31.

Agreements with USX Corp. and Wheeling-Pittsburgh expire early next year. The agreement with bankrupt LTV Steel Corp. also expires July 31 or when the company emerges from bankruptcy, whichever comes first.

Union officials did not say how long a contract they would consider. The current contracts with major steelmakers are for four years.

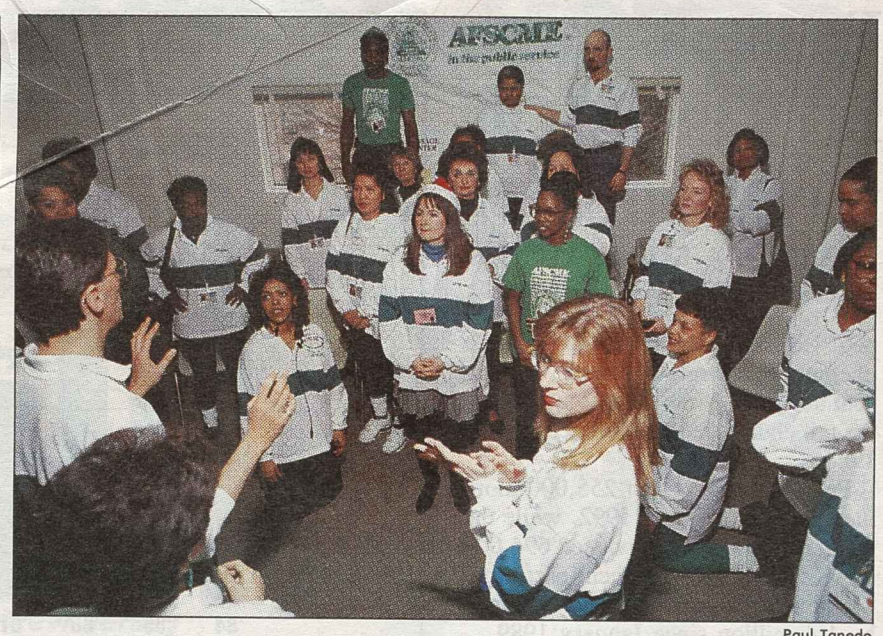
The union also said it was willing to restructure the workforce and reorganize the way work is done to help improve quality and reduce costs through worker attrition and reduced management. It also said it is willing to help reduce health costs through a managed-care alternative to the current plan, provided there was no cost-shifting to employees.

In exchange for these changes, the USWA said it would not accept wage or benefit concessions and would seek no-layoff policies and increased worker involvement, possibly including union representation on corporate boards of directors.

Williams said the union would back a fee of as much as $5 per ton on steel shipped in the U.S. to help pay for pensions and retiree health benefits.

Cooperation between labor and management does not let government off the hook in its duty to insure the steel industry's viability, the policy statement said.

Accordingly, the union said it will try to enlist the steel companies in a joint public policy agenda that includes government action to spur industrial investment and rebuilding of the infrastructure, national health care reform, strengthening of trade laws and labor law reforms banning the use of "permanent replacement" workers and removing barriers to organizing.



Paul Tanedo

AFSCME volunteers go over procedures at the Inaugural Service Center, which is responsible for answering telephone calls from across the country about presidential inaugural week events.

First UFCW contract ratified at Smitty's

More than 4,000 Food and Commercial Workers Local 99R members ratified their first contract with Smitty's Super Value supermarkets in Maricopa and Pima Counties, Ariz.

Approved by 98 percent of the membership, the 21-month agreement will bring wages up to the industry standard of $11.42 an hour for unionized supermarkets in Arizona. Smitty's was paying the industry standard in some cases but other workers were making as much as $2 per hour less, according to the union.

The contract provides for better health benefits and participation in the union's pension plan and has a successorship clause protecting employees' jobs and their contract if the chain is sold. The settlement took effect Dec. 7.

The company will continue to pay the full premium cost for employee health care coverage and also will now pick up the full cost of dependent coverage. Prior to the contract, employees paid a co-payment of $11.92 per week for dependent coverage.

"The number one issue in the organizing campaign was what happens if Smitty's is sold. Smitty's has been on and off the selling block three times in the past two years. The employees asked us if we could negotiate a provision whereby if the company were sold, the new owners would be held to the current collective bargaining agreement," said Joe Campos, Local 99R spokesman.

The new settlement covers clerks at 26 Arizona stores. The terms also extend to about 400 meat department employees at the facilities. Smitty's recognized the UFCW on a card check last October.

INSIDE

VOLUME 38, NUMBER 2
JANUARY 18, 1993

AFL-CIO NEWS

1 ***ALPA scores big win in Federal Express vote***

The Air Line Pilots won a major organizing breakthrough by winning the right to represent more than 2,200 pilots at Federal Express in a re-run election ordered by the National Mediation Board.

1 ***UFCW, Nordstrom settle pay dispute***

The Food and Commercial Workers win back pay awards for thousands of current and former employees of Nordstrom department stores for off-the-clock work and other abuses.

2 ***Wal-Mart exposed on 'Buy America' farce***

Organized labor's efforts to expose the hypocrisy behind Wal-Mart Stores Inc.'s "Buy American" campaign received a major boost from a national television show on the deception.

3 ***Final grades in on 102nd Congress***

The AFL-CIO's annual report card on Congress focuses on major issues of the year and gives lifetime records on how members of the 102nd Congress voted.

7 ***Los Angeles Teachers set strike deadline***

After rejecting a contract proposal calling for pay cuts and give-backs, Teachers announced plans to launch a strike Feb. 22 against the Los Angeles school system.

7 ***Unemployment rate highest since 1984***

With a still-stagnant economy convalescing, 1992 closed with an unemployment rate of 7.4 percent, the highest since 1984 at the end of the three-year Reagan recession.

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

1/18/93

AFL-CIO NEWS

VOLUME 38, NUMBER 3 FEBRUARY 1, 1993



Unions help President and Mrs. Clinton celebrate with parade, inaugural events. **See Pages 6-7.**

Labor agenda rises to top on Capitol Hill



Bill Burke/Page One Photography

Labor Secretary Robert Reich, accompanied by his family, is applauded by AFL-CIO President Lane Kirkland and Labor Committee Chairmen Sen. Edward M. Kennedy (D-Mass.) and Rep. William D. Ford (D-Mich.), standing behind Reich, during a welcoming ceremony Jan. 22 at the Labor Department.

Strikebreaker bill faces early test

By Mike Hall

Labor is preparing to refight old battles in Congress, but this time with Clinton administration support.

First up on the legislative agenda are measures previously stymied by Bush vetoes or Republican stall tactics, including the Workplace Fairness Act, Family and Medical Leave Act, Hatch Act Reform and ''motor voter'' legislation.

The Workplace Fairness bill, which would ban the use of ''permanent replacements'' for striking workers, was reintroduced in both the House and Senate as H.R. 5 and S. 55, and is expected to be acted on by late spring or early summer.

The family and medical leave bill was reported out of committees in both the House and Senate, and votes are likely this week. **(See story, Page 3.)**

''Motor voter'' and Hatch Act reform both were vetoed by President Bush and are expected to move quickly, with bipartisan support in both houses of Congress. **(See Capitol Digest, Page 3.)**

The four measures were among a broad legislative agenda of labor's goals for the new 103rd Congress approved by the AFL-CIO Legislative Priorities Committee. The agenda reflects the concerns of the federation's affiliates and its various constitutional departments as outlined to AFL-CIO President Lane Kirkland during the meeting Jan. 27. **(See list, Page 3).**

The outlook for success is brighter with ''an administration that shares some of the same concerns we have for the issues that affect workers' lives and their families and communities,'' said AFL-CIO Legislative Director Robert M. McGlotten. But he warned of serious obstacles because of Republican opposition in the House and especially in the Senate, where filibusters can delay or derail legislation.

Two longstanding AFL-CIO priori-

Continued on Page 3

Unions celebrate Clinton, new era

By Michael Byrne

Labor celebrated a new day in Washington as the Clinton inauguration officially ended 12 years of Republican policies that were hostile to unions in particular and at odds with working families in general.

In his inaugural address, Clinton foresaw ''a new season of American renewal'' through bold government action and public sacrifice, and promised to rebuild ''an economy that is still the world's strongest, but (which) is weakened by business failures, stagnating wages, increasing inequality and deep divisions among our own people.''

The constructive role envisioned for unions in that rebuilding process was underscored by new Labor Secretary Robert Reich, a close economic adviser to Clinton. At a ceremony at the Labor Department following his swearing in, Reich promised to make the department ''a model of management-labor cooperation.''

Of Clinton, Reich said, ''in his mind there is no greater asset than the workers of America,'' and reiterated his commitment to improving the plight of ''frontline workers'' by boosting the department's efforts on job training, pensions and workplace safety.

Throughout inaugural week, trade unionists expressed their support for the new administration with good work. Members of Bakery and Confectionery Workers Local 118, for example, baked and donated 550-pound cakes, which were dessert for the Clintons and their 2,200 invited guests at a star-studded musical celebration at the Capital Centre.

Carpenters and Iron Workers built and the Electrical Workers wired bleachers and parade-reviewing stands, while Teamsters served as drivers for the massive American Reunion on the

Continued on Page 6

Big CWA win latest in string of college organizing gains

By Candice Johnson

The Communications Workers gained 4,000 new members at the campuses of the State University of New York as graduate teaching assistants voted overwhelmingly for CWA representation.

The CWA victory continued a string of union organizing and contract gains among clerical workers, teaching assistants and others at college campuses, although employees often must battle hostile administrations.

At the University of California at Berkeley, for example, graduate student teaching assistants organized as UAW Local 2165 are battling for recognition. They returned to their posts Jan. 25 after more than two months on the picket lines.

At Harvard University, where AFSCME gained a unit of clerical and technical workers in a landmark 1988 organizing victory, the employees recently won a new contract following nearly nine months of bargaining and resistance by the university.

AFSCME also has organized administrative and clerical workers at the University of Illinois at Champaign-Urbana, and clerical workers at the University of Wisconsin and the Iowa University system. The Service Employees recently won a representation election among clerical workers at the University of Michigan.

The AFT is well established on college campuses, representing 93,000 faculty and professional staff and 6,000 graduate student employees.

CWA is no stranger to academia, having organized workers at the University of Toledo, Cleveland State College and Shawnee State in Ohio, and on campuses in New Jersey. The SUNY victory comes as the union also has launched a major organizing campaign at Indiana University.

Continued on Page 2

Harvard workers ratify pact, 'move up to first floor'

Continued from Page 1

The SUNY graduate student employees voted for CWA by a nearly 5-1 margin in balloting supervised by the Public Employee Relations Board.

Teaching assistants have been seeking to join CWA since 1985, when the union first filed for a representation election but saw that effort blocked by SUNY's legal action and appeals.

The final hurdle was cleared last July when the state Supreme Court appeals division upheld an earlier PERB ruling that graduate students who work as teaching assistants had the right to organize.

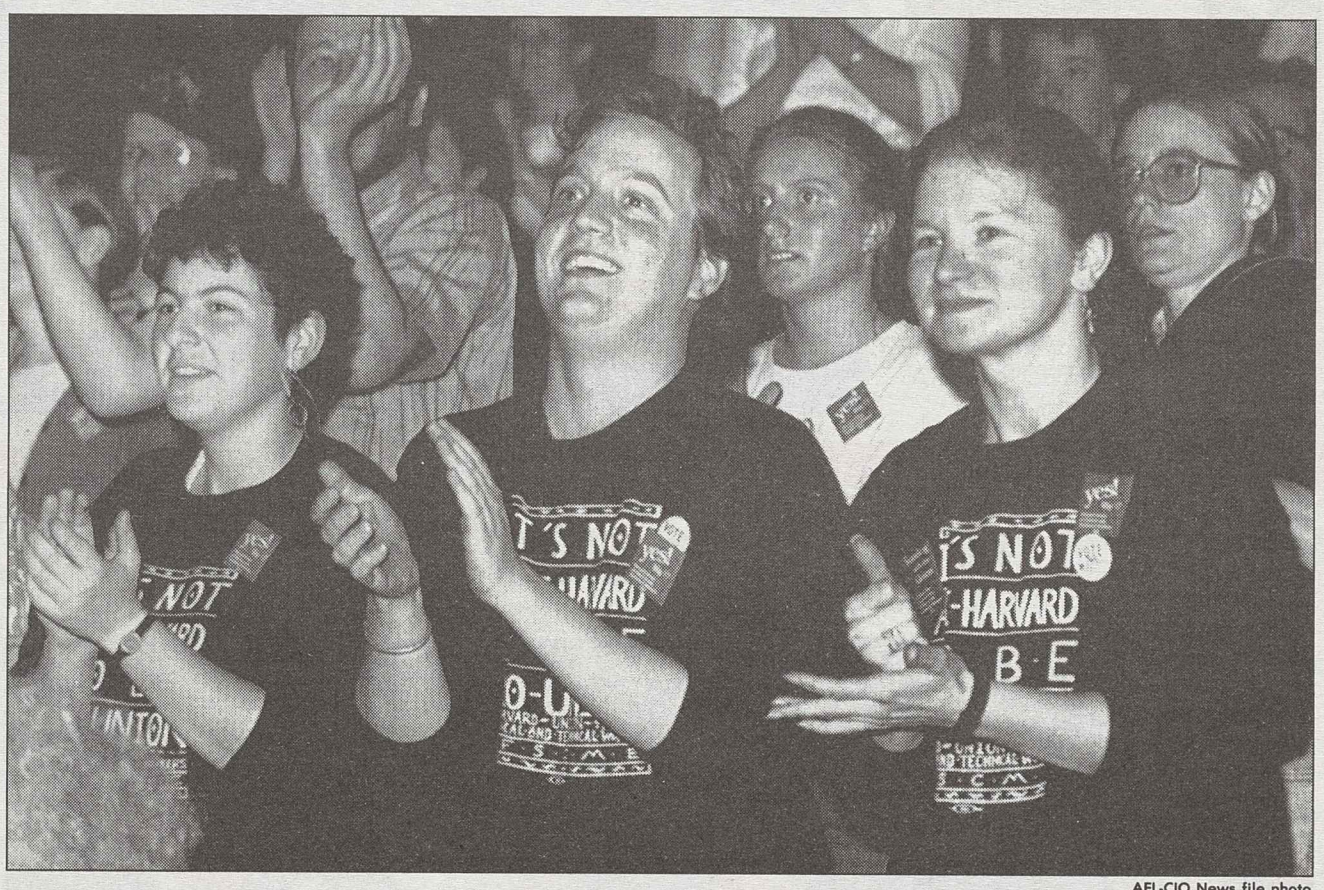
As members of CWA Local 1188, the Graduate Student Employees Union, they have elected a bargaining committee with representatives from all locations. Key issues are salaries — the graduate student employees haven't had a raise in several years — the lack of health care benefits, arbitrary actions by supervisors, class load and other staffing concerns.

One meeting has been held with university officials and a representative from the state office of employee relations to discuss ground rules.

The teaching assistants work at SUNY campuses at Albany, Binghamton, Buffalo, Stony Brook, Syracuse School of Environmental Science, Brooklyn Downstate Medical Centers and other locations.

The 3,500 members of the Harvard Union of Clerical and Technical Workers, the AFSCME affiliate, ratified the new three-year agreement by a 93 percent vote.

Chief union negotiator Bill Jaeger called the agreement's job security plan and economic settlement a major achievement for Harvard workers.



AFL-CIO News file photo

Unions are helping university workers such as these at Harvard gain respect and dignity on campus.

The settlement provides across-the-board raises of nearly 8 percent over the contract term, plus annual step increases of 3 percent for almost all workers, resulting in pay raises of 15 percent over the three-year pact.

Improvements include establishment of a labor-management committee to address job security concerns.

Workers who lose their jobs because of reorganization or a loss of research grants will retain wages and benefits for up to three months as they look for another position within the university.

The university's yearly contribution to a child care fund was expanded from $50,000 to $90,000 by the contract's end. The union-run child care program, based on income, provides grants to workers ranging from $240 to $3,000.

This is the second contract negotiated by the AFSCME affiliate since workers voted for union representation in 1988.

Union President Doneen Williams praised the settlement, saying the first contract "got us out of the economic basement. With this one, we will move up to the first floor."

At Berkeley, some 1,200 of the university's teaching assistants are UAW members. They set up picket lines last November, calling on faculty members and students to support their strike for union recognition.

But university officials are refusing to recognize the bargaining unit, citing a state Supreme Court ruling which held that state law did not require the university to do so.

Light goes out for 190 workers as San Antonio paper closes

By James B. Parks

The Light no longer shines in San Antonio.

The Newspaper Guild's battle to save the San Antonio Light and its union jobs came to an abrupt halt when the U.S. Justice Department allowed the Hearst Corp. to shut down the 112-year-old newspaper and buy the rival Express-News. Hearst closed the Light immediately after the Justice announcement Jan. 27.

"It's a shame that this newspaper had to close and I see a lot of people wiping tears from their eyes," said Tom Honeycutt, president of the San Antonio Guild. "But, in another sense, we finally know our fate."

The Guild represented 190 Light editorial, business office, press maintenance and transportation employees. The newspaper had more than 600 employees.

Hearst said it would keep the Express-News employees, who are non-union, and would pay severance to Light employees.

The Light workers Jan. 6 ratified a severance package in case the paper closed. The package includes a $1,000 lump-sum payment along with one week's pay for every six months of employment.

The company will pay 70 percent of employees' health care premiums for six months. The Guild also withdrew its bad-faith bargaining charges against Hearst.

"The struggle to save the San Antonio Light has proven that newspaper monopolies benefit no one except corporate coffers," said Linda Foley, executive secretary of the Guild's contract committee.

"We will use the experience and knowledge we gained there to continue the fight against newspaper conglomerates who rob not only the employees of their jobs, but the communities of their voice. This is just the beginning of our fight," she said.

Guild President Charles Dale earlier had condemned Hearst's plans. "Hearst will be operating what is, in essence, a runaway shop. Not a runaway from the state or the country, of course, but from its employees and the unions protecting them. Can a company set up this kind of domestic maquiladora?" he asked.

Hearst announced last October that it was buying its rival from Rupert Murdoch for $185 million and would close the Light unless a buyer was found.

The deal had been delayed while the Justice Department reviewed it for antitrust implications. After asking the Guild to submit documents and names of witnesses for a possible bid for a restraining order, the department reversed course and decided the Light meets "the stringent requirements of the failing firm defense."

A group headed by San Antonio businessman Eddie Garcia made a serious bid to buy the Light, Foley said, but Hearst officials refused to share vital financial information with him.

The Light had a circulation of 148,591 daily and 221,186 on Sunday. The Express-News has a circulation of 188,797 daily and 284,728 Sunday. Both papers published morning and afternoon editions.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 3 — MONDAY, FEBRUARY 1, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
William H. Wynn
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Edward T. Hanley
John DeConcini
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Angelo Fosco
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey

LEGISLATION

Family-medical leave legislation up for passage

By Mike Hall

After seven years of hearings, votes and vetoes, family and medical leave legislation is headed for fruition.

Backed by the AFL-CIO and endorsed by Labor Secretary Robert B. Reich, the bill was reported by the Senate Labor and Human Resources Committee Jan. 26 and by the House Education and Labor Committee the following day.

The House is due to vote on the measure Feb. 2 and the Senate will follow shortly after. The bill is designated as H.R. 1 in the House and S. 5 in the Senate.

"In 1993, it is time — indeed well past time — for us to declare that it is not acceptable to force American workers to choose between jobs and family," Reich told the Senate committee. He later testified before the House panel.

The legislation, identical to the bill passed last year but vetoed by then President Bush, would grant up to 12 weeks of job-protected, but unpaid, leave for the birth or adoption of a child, the serious illness of a spouse, child or parent or the worker's own illness. The worker's health care benefits would continue during the leave.

The law would apply only to companies with 50 or more employees. While that exempts about 95 percent of employers, about half of the nation's work force would still be covered.

"For more years than I care to remember, we have had to play defense on this (House Education and Labor) Committee, trying to prevent previous administrations from ripping the safety net to shreds," said committee chairman Rep. William Ford (D-Mich). "From this day forward we are going to do what is right for American workers and their families."

The AFL-CIO has been pushing for the bill since it first was introduced in 1986. Reich echoed labor's contention that the family leave standard should be considered a minimum labor standard, similar to wage and hour laws and workplace safety standards.

Reich also pointed out that the bill "makes good business sense" by contributing to worker loyalty and job commitment.

While some business groups maintain their opposition to the legislation, Reich described the bill as "an extremely good balance" between the needs of workers and the requirements of business.

Judith Lichtman, president of the Women's Legal Defense Fund, said the "enactment of the family and medical leave act will give millions of workers and their families a better chance at economic security in times of crisis — and some badly needed peace of mind."

Health care, economic stimulus high on legislative goals

Continued from Page 1

ties brought into the spotlight for this Congress are health care reform and an economic stimulus/jobs program.

The President's Task Force on National Health Reform, chaired by First Lady Hillary Rodham Clinton and composed of members of the administration and Congress, has been charged with developing a health reform package by May 1.

The AFL-CIO has established several principles for health care reform, including comprehensive quality health care for all Americans at affordable cost; a system that guarantees portability from job to job; a system that is financed fairly; and one that builds on the strengths of the existing health care delivery system while improving efficiency and accountability.

Members of the legislative priorities committee, which will send its recommendations to the Executive Council at its mid-winter meeting Feb. 15-19, vowed to fight calls for taxing employee benefits to finance health care reform.

The AFL-CIO has strongly condemned the idea, calling such taxation an unfair burden on workers who already are sacrificing income to maintain health coverage. Kirkland described the proposal as clearly the worst among the financing mechanisms being discussed.

During the past decade, millions of workers have given up wage gains in order to maintain their health benefits. A tax on those benefits would further erode workers' already diminished buying power.

Economic stimulus legislation to create jobs through rebuilding the nation's infrastructure is expected from the Clinton administration. **(See story, Page 10)**.

Among the top trade priorities, the AFL-CIO strongly opposes the North American Free Trade Agreement as negotiated by the Bush administration. NAFTA may come before Congress this year, but President Clinton has pledged to continue negotiations with Mexico covering worker rights and standards, environmental protection, and protection against import surges.

While these negotiations may address some of labor's concerns, the AFL-CIO continues to believe the problems with NAFTA must be addressed.

OSHA reform, construction safety legislation and Davis-Bacon reform also should see congressional action.

Labor's agenda for the 103rd Congress

AFL-CIO's legislative agenda, determined by the Executive Council's Legislative Priorities Committee, is nonexclusive and not in order of priority. It may be changed during the course of the 103rd Congress as events warrant.

- Airline Employee Protections
- Anti-Recession Program
  - Infrastructure
  - Aid to local and state governments
- Asbestos Removal
- Bankruptcy
- Black Lung Reform
- Budget
  - Constitutional Balanced Budget Amendment
  - Line Item Veto
- Buy America
- Campaign Finance Reform
- Carbon Taxes
- Cargo Preference
- Civil Rights
- Construction Safety
- Davis-Bacon Reform
- Economic Conversion
  - Defense Budget
- Education/Skills Training
- Family and Medical Leave
- Federal Employee Health Benefit Program Overhaul
- Fish Inspection
- Flight Attendants Duty Time
- Fringe Benefits
  - Taxation of Health Benefits
  - Education
  - Legal
- Hatch Act Reform
- Health Care
  - Retiree Health
- Highway/Mass Transit
  - Funding
- Housing
- Indoor Air
- Maritime Issues
- Minimum Wage
- National Service issues
- NLRA Amendments
  - Security Guards
  - University Professors
  - Performing Arts
- Public Employees/Collective Bargaining
  - Privatization
- Nuclear Waste/Toxic Waste
- OSHA Reform
- Pension Reform
  - ERISA preemption
  - Investment
  - Public Employees (PERISA)
- Railway Labor Act
- Railway Safety
- Railroad Retirement
- Revenue Foregone
- Striker Replacement
- Tax Reform
  - Taxation of Foreign Corporations
  - Personal Income Tax Changes
  - Eliminate Tax Incentives for Runaway Plants
  - Tax Modification Section 936
  - Intangibles Timber Employment
- Trade
  - China MFN
  - GATT
  - GSP reform
  - NAFTA
  - Textile and Apparel
  - Voluntary Restraints
  - Worker Rights
  - TAA
  - Trade Deficit Reduction
- Universal Voter Registration
- Unemployment Compensation
- Welfare Reform issues

Capitol Digest

The Clinton administration has disbanded the so-called Council on Competitiveness, which served as a private court of appeals for business interests seeking to circumvent federal safety, environmental and other regulations.

"We are sending a clear message to the special interests who used the council. . . as a back door to avoid the law. That back door is closed. No longer will special interests receive special favors," said Vice President Albert Gore. The council was chaired by Vice President Quayle.

The AFL-CIO supported legislation in the last Congress to remove funding from the council. The House approved the measure, but the money was later restored in conference.

Elsewhere on Capitol Hill:

MOTOR VOTER — The House Administration Committee approved legislation, H.R. 2, that allows persons to register to vote through the mail or when applying for drivers' licenses. The bill, backed by the AFL-CIO, is virtually identical to legislation vetoed last year. House Speaker Thomas S. Foley (D-Wash.) said the bill could reach the House floor during the last week of January.

INFRASTRUCTURE — The first of what is expected to be a series of bills calling for investment in the nation's infrastructure was introduced by Sen. Joseph R. Biden, Jr. (D-Del.). The legislation would create jobs by funding infrastructure projects in states and localities with high unemployment rates.

AFL-CIO Building and Construction Trades Department President Robert A. Georgine told a Senate Transportation subcommittee that a broad rebuilding of the infrastructure would create jobs, stimulate the economy and make long-needed repairs to nation's highways, bridges and transportation systems.

In the House, Public Works Committee Chairman Norman Mineta (D-Calif.) is expected to introduce legislation dealing with job creation and infrastructure, including higher spending levels for the six-year $151 billion surface transportation act which was passed in 1991.

The Clinton administration also is expected to propose its own infrastructure and economic stimulus package, according to Labor Secretary Robert Reich. **(See story, Page 10)**

HATCH ACT REFORM — The House Post Office and Civil Service Committee Jan. 27 approved on voice vote H.R. 20, which would allow federal and postal employees to engage in political activity off the job, as well as run for partisan office without taking leave from their jobs.

Companion legislation, S. 185, has been introduced by Sen. John Glenn (D-Ohio).

WORKPLACE SAFETY

Confined spaces standard little, late

By Colleen M. O'Neill

Mandated by Congress in the original Occupational Safety and Health Act of 1972, a weakened standard on confined spaces finally was issued Jan. 14 by the Occupational Safety and Health Administration.

The rule, initiated in 1975, covers nearly 12.2 million workers at almost 240,000 jobsites in such general industries as agricultural services, manufacturing facilities, chemical plants, refineries, transportation firms, utilities, wholesale and retail trade and miscellaneous services.

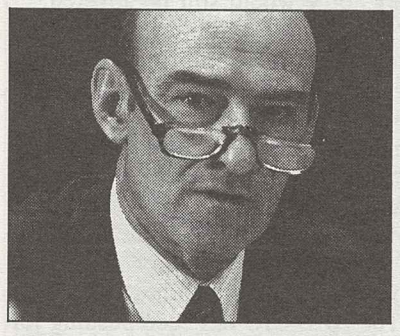
''We welcome OSHA's action in bringing forth this long-overdue standard,'' said Peg Seminario, AFL-CIO director of occupational safety and health. ''Still, the job is only partially completed. The rule fails to cover workers in construction, where a huge number of these accidents occur. OSHA should move promptly to extend the protections to those workers.''

''It's been a long, long time'' coming, said John Moran, director of occupational safety and health for the Laborers' Health and Safety Fund. ''But we're very upset the standard does not apply to construction. Based on my analysis, the proposed standard will address only 60 percent of confined space fatalities.''

A confined space is defined as one with adequate space to enter but with limited access, and one clearly not designed for continuous occupancy. OSHA estimates that each year 1.6 million workers are required to enter confined spaces.

OSHA's decision to exempt agriculture, construction and shipyards from the final standard was termed ''not good rulemaking'' by Jerry Christean of the AFL-CIO Metal Trades Department. The rule covering shipyard confined spaces has been mired in bureaucracy since it first was proposed four years ago, he said.

''We object to that kind of process because shipyards are. . .particularly affected (by confined spaces),'' Christean said. ''Certainly, if they're going to have their shipyard rule out next week, it would not be an issue, but if OSHA proceeds in keeping with their track record, it's a concern.''



''Based on my analysis, the proposed standard will address only 60 percent of confined space fatalities.''

— John Moran
Laborers

UAW Health and Safety Director Frank Mirer also had some harsh words for the rule.

''The fundamental problem is that it adopts a very restrictive definition of what's a confined space, and therefore will render the standard much less effective than it could have been,'' he said. ''It's going to leave us arguing with employers over whether certain areas are confined spaces rather than addressing dangerous chemical exposures associated with those kinds of activities.''

John Molovich, a safety and health specialist for the Steelworkers, said that the agency's attempt to give employers a flexible standard in a cost-effective manner has resulted in vague regulations that may endanger workers' lives. He said the union would ask the new OSHA administrator to withdraw or amend the standard.

The standard focuses on areas with particular hazards, terming these ''permit-required'' confined spaces and defining them as spaces with hazards related to toxic, flammable or asphyxiating materials, engulfment or the potential for such serious hazards.

''The major weakness — and this is common with all OSHA standards — is that the standard has these enormous loopholes in it,'' said Jennifer Cromley, a senior health and safety representative for the Service Employees. ''For instance, if you can prove the space only has atmospheric hazards, you don't have to have retrieval equipment, permits, a policy or someone standing by.

''That puts an enormous burden on our workers to say no (to entering a confined space), and then they don't have true legal protection when they refuse,'' she said. ''There should be strong standards and strong enforcement from the beginning.''

Moran described it as ''a performance-oriented standard instead of a specification. I think it will cause a great deal of confusion and difficulty, especially for small- and medium-sized employers. In addition, the training provisions and requirements are far too general.''

Cromley also criticized the training provisions, saying they had been ''gutted'' by OSHA. ''At one point, it spelled out specific topics people needed to know about. It was very specific, but they dropped it all'' in the final standard.

The rule, which takes effect April 15, requires clearly stated entry procedures that require respirators and the monitoring of employees inside spaces. Additionally, the standard mandates advance planning for rescuing entrants and coordination among contractors involved in such operations.

''The emergency rescue provisions are very weak,'' Moran said. Those provisions allow employers to rely on off-site emergency responders in case of an accident, which slows response time. Additionally, those would-be rescuers constitute nearly half of all confined space fatalities, he said.

''If you have an emergency in a confined space and are unable to rescue promptly, you're going to engage in the removal of bodies,'' Moran said.

OSHA maintains the standard will prevent 50 fatalities a year.

Bush tries to pull fast one on way out

Labor protesting OSHA panel pick

Labor has protested vigorously that the Bush Department of Labor conducted an 11th-hour reconstitution of a dormant occupational safety committee.

Twelve new members were named to the National Advisory Committee on Occupational Safety and Health — which last met in June 1988 — including the chief lawyer of a company that has been the subject of multiple citations by the Occupational Safety and Health Administration for workplace hazards.

The AFL-CIO's Food and Allied Service Trades Department expressed concern over President Bush's ''blatant manipulation of the presidential powers of appointment'' by naming members of a committee whose advice he did not seek during the length of his term.

The appointment of P. Kay Norton, vice president and general counsel to Monfort Inc., a subsidiary of the second-largest red meatpacking company in the nation, was particularly alarming ''since it makes a mockery of the ethical guidelines established by the incoming Clinton administration,'' said Keith Mestrich of FAST.

FAST noted that many of the new appointees were qualified safety and health experts, like AFL-CIO Safety and Health Director Peg Seminario, but that some were not.

Norton has represented Monfort in Labor Department litigation. In 1991, the company was cited by OSHA for 197 safety violations, with more than 100 characterized by the agency as ''willful.'' OSHA has proposed a $1.1 million fine.

The citations occurred after workers from Monfort's Grand Island, Neb., and Greeley, Colo., plants told a congressional subcommittee of the injuries they suffered at work and of the treacherous conditions workers faced daily from poorly designed equipment, slippery floors and production-line speedups. Three workers died at the Grand Island plant in recent years.

In other congressional testimony, former Monfort Safety Director Edward Murphy described to the House subcommittee on labor-management relations how he was ordered by corporate management not to cooperate with OSHA investigators. Documents were shredded and other steps taken to thwart investigatory efforts, he said.

The appointment of Norton ''constitutes a clear conflict of interest,'' Mestrich said in light of the ongoing investigation of Monfort.

FAST has called on the Clinton administration to dissolve and reconstitute the advisory panel.

Inbrief

Paper mill to pay $1.3 million fine

In the wake of a chlorine release that hospitalized seven people, a Maine paper producer has agreed to pay a $1.3 million penalty and create plantwide safety and health programs.

The Fraser Paper Ltd. mill in Madawaska employs 875 members of three Paperworkers locals. A non-union contract worker mixed chlorine with another substance.

The company, a subsidiary of a Canadian firm, originally faced $3.9 million in fines after the Occupational Safety and Health Administration's investigation revealed 313 alleged health and safety violations.

''The reduction in the fine is a good example of why OSHA reform is needed,'' said Gary Cook, UPIU Region I vice president, ''and why unions should have a role in the settlement process.''

High silica exposure draws citations

The Occupational Safety and Health Administration cited Norfolk Southern Railroad Jan. 21 for overexposing track maintenance workers to silica dust at two Georgia sites.

OSHA proposed $80,000 in penalties against the company.

The action came on the heels of the release of a final report by the National Institute of Occupational Safety and Health on excessively high silica dust exposure of workers in Virginia and South Carolina.

None of the affected track workers in the NIOSH study had been diagnosed with silicosis, but the agency noted the long latency period of the disease and small sample of workers in saying the absence of cases would not rule out future illness.

OSHA fines totaled $116 million in 1992

The Occupational Safety and Health Administration imposed $116.1 million in fines in fiscal year 1992 for workplace safety violations.

OSHA implemented a new system of penalties in March 1991 that provided a seven-fold increase in fines. Accordingly, the average penalty for serious fines rose from $273 in 1990 to $800 in fiscal 1992.

However, a General Accounting Office report released last spring showed that actual penalties issued by OSHA were only three times higher than before — and that was proposed penalties, not the settlement amounts.

Additionally, in the year after the tragic plant fire in an uninspected plant in Hamlet, N.C., the agency conducted only 42,431 inspections, compared with 42,113 the previous year.

Unions counter airline concession demands

By Candice Johnson

The survivors of the airline wars of the 1980s, all crying poverty after a decade of deregulation, are seeking to cover management errors and financial excesses with layoffs and pay cuts — attempting to squeeze workers to pay the tab.

Airline unions are countering the concession demands with bids for an active role in airline operations.

At Northwest Airlines, management rejected a proposal by unions willing to invest $900 million in wages and benefits over three years in exchange for a stake in the company and improvements in job security.

As negotiations were set to begin, Northwest laid off another 1,000 workers, including 780 Teamster flight attendants. More than 3,000 Northwest employees have been laid off since mid-1992.

The Labor Leadership Forum, a coalition of six unions representing 42,000 workers, proposed that union workers get $900 million in stock in exchange for concessions. The unions proposed that the $900 million could be held in an employee stock ownership plan or other trust.

Unions in the coalition are the Air Line Pilots, Machinists, Teamsters, Transport Workers and unaffiliated Aircraft Technical Support Association and Meteorologist Association. The specific changes in wages and benefits would be negotiated by each union in separate contract talks.

The coalition is seeking one-third of the seats on Northwest's and parent Wings Holdings's boards of directors for employee representatives and formation of a labor advisory committee.

The labor proposal also called for workers' sacrifices to be matched by "similar commitments by management, shareholders, lenders and vendors," increased job security and company restructuring to protect workers' jobs and investment.

Northwest is struggling under the huge debt burden of the leveraged buyout engineered by chief officials Al Checchi and Gary Wilson in 1989.

ALPA noted that the unions are seeking a big stake in the company because "right now the employees are the only investors providing new capital." Unions want a say in company decisions that affect their members, ALPA added.

In rejecting that offer, Northwest chief executive officer John Dasburg said the company wanted to reserve equity in the carrier for those willing to invest cash. He added that employees could have one, non-voting representative on the airline's board of directors.

IBT President Ron Carey said the carrier's furloughing of another 1,000 workers cast doubt on whether the five-year business plan Northwest had presented to the unions was viable.

"We're going to have to see a commitment to maintain good jobs for working people and an end to corporate looting by a few greedy individuals," he said. "Otherwise, any changes that workers agree to would just be throwing good money after bad."

ALPA agreed, noting that the unions do not intend to throw $900 million at the company without assurances that Northwest can be a successful operation.

In other industry developments:

- Representatives of the IAM and Flight Attendants rejected United Airlines's demands for wage cuts and layoffs, stressing the need for the carrier to look for alternatives. ALPA called on United to let the unions review the carrier's financial records, which the airline has agreed to do.

Some 2,200 workers were laid off last month.

- Unions and competing carriers are continuing to raise questions about British Airways's pending purchase of a 20 percent stake in USAir for $300 million. That opposition — from American, Delta and United, as well as union workers — prompted federal industry regulators to scale back the British Airways purchase from $750 million.

Union workers also are concerned about similar arrangements that give foreign carriers control over U.S. operations while denying U.S. airlines similar access in overseas markets.

- ALPA members are discussing a demand by Delta Air Lines for a 5 percent cut in workers' wages and a dividend cut.



ACTWU photo

Earley Mae Wallace, who was fired for union activity at the Earle Industries Inc. plant in Earle, Ark., addresses a rally in Little Rock demanding action by the National Labor Relations Board. The NLRB has yet to act on complaints that the company has refused to negotiate, despite an election victory by the Clothing and Textile Workers almost two years ago. ACTWU Vice President Joan Suarez also addressed the rally.

Lynn Williams plans to retire

Steelworkers President Lynn Williams has announced he will not seek re-election when his current four-year term expires March 1, 1994.

Williams, 68, made the decision despite extensive efforts by the union, including the elimination of a mandatory retirement age, to allow him another term.



Williams

The USWA confirmed that Secretary-Treasurer Edgar L. Ball also would retire. The union's election is Nov. 23 by referendum after a nominating process by local unions in September.

Williams became the union's fifth president in 1983 and has played a pivotal role on several committees of the AFL-CIO Executive Council, including the Committee on the Evolution of Work and its subcommittee on Strategic Approaches, which he chairs.

He also heads the AFL-CIO Occupational Safety and Health Committee and is the driving force behind the annual Workers Memorial Day and the current legislative campaign for OSHA reform.

"Lynn's contributions to the AFL-CIO and to the well-being of all working people have been numerous and immense," said AFL-CIO Lane Kirkland. "No one understands worker solidarity or has contributed to its advancement more than Lynn."

A Canadian, Williams became a member of USWA in 1947 when he was working at the Inglis steel plant in Toronto. He worked as an organizer for the Canadian Labour Congress before joining the Steelworkers staff in 1956.

Williams became USWA district director in 1973 and international secretary in 1977. He was elected president in 1983 upon the death of Lloyd McBride.

UAW preserves gains in new Navistar contract

UAW members by a 3-1 margin ratified a new contract with Navistar International Corp. that provides two lump-sum payments and more worker involvement in decisions on health care, plant closings and sourcing.

"Despite a number of burdensome economic issues facing both our members and the company, the UAW made meaningful gains in these negotiations," said UAW Secretary-Treasurer Bill Casstevens, who heads the union's Navistar department. "We maintained the integrity of our contract and preserved the vast majority of the gains that we have won over the past decades."

The contract takes effect immediately for 7,600 workers at 11 plants in six states and extends through Oct. 1, 1995. The previous contract was set to expire in October, but the union agreed to open talks early to help the company reduce costs by $200 million.

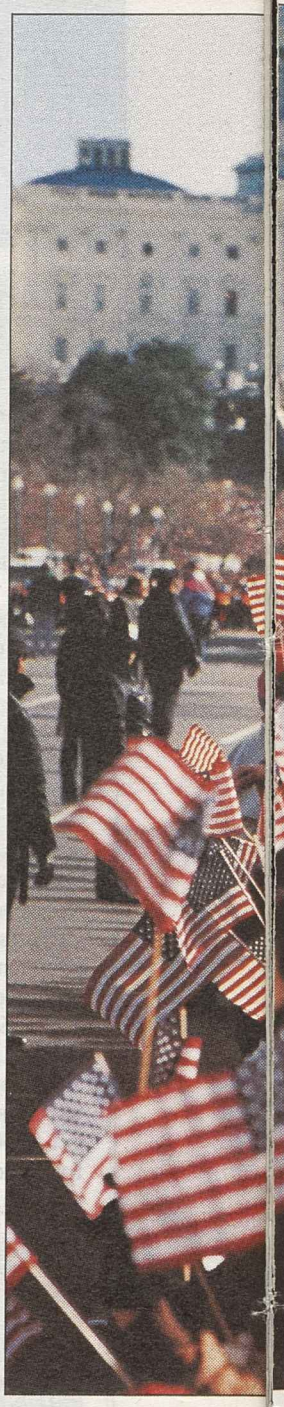
Under the new contract, workers will receive 3 percent lump sum payments in October of 1993 and 1994 in lieu of wage increases. Joint labor-management committees will be formed to make decisions on outsourcing and to select providers for a previously agreed-upon coordinated health care network for all active employees.

The agreement also suspends the company's "two-for-one" attrition program and suspends the penalties for excess overtime. It further upholds previously negotiated pension benefits of three lump sum payments over three years totaling $1,000.

Under a December 1992 agreement, Navistar will provide lifetime health benefits to 63,000 retirees and their dependents. The retirees agreed to pay an undisclosed portion of their medical costs through premiums, co-payments and deductibles.

In return for the workers' concessions, Navistar will issue 255 million new shares of common stock that would go into a trust fund to improve benefits or reduce retiree costs.





Parade watchers see house going up, courtesy of the Carpenters, as the float "Working for America" goes by.

Unions help launch Clinton administration

Continued from Page 1

Mall. Hotel Employees and Restaurant Employees served celebrants at 11 official Inaugural Balls and AFSCME members helped staff telephones at the Inaugural Service Center, which was wired by Communications Workers.

One of the floats in the inaugural parade featured members of the Carpenters, hard at work building a house above a banner proclaiming, "Working Together to Build America."

The AFT co-sponsored an educational poster and teacher's guide about the inauguration, which was distributed to 26,000 public and private junior high schools across the nation.

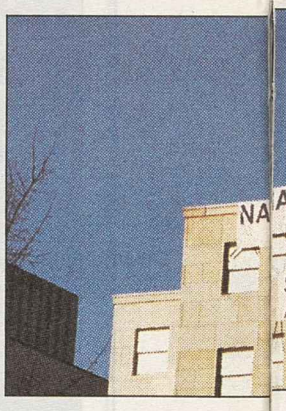
Meanwhile, union members flocked to the inauguration from all parts of the country. Some left messages to the new president on a billboard at the Reunion on the Mall, including "Labor Law Reform Now" and "Help the Teachers." Hillary Rodham Clinton visited the board two days before the inauguration.

Several union members had received special invitations from Clinton and Vice President Gore for touching the candidates in some way along the campaign trail. Among these Faces of Hope were:

- Bill Brierton, an unemployed Steelworker who lost his job after 24 years at Teledyne Columbia Steel in Pittsburgh when the plant closed.
- Dennis Fiting, head of UAW Local 455 in Saginaw, Mich., an early Clinton backer who hosted the candidate at his union hall last March.
- Ricky Mullins, a Clothing and Textile Worker from Decatur, Tenn., who met with Clinton and Gore to discuss a federal program that assisted his former employer to set up operations in El Salvador.
- Frank Henderson, an Oregon timber worker who shared with Clinton his insights into economic and environmental issues in the Pacific Northwest. He lost his job at Willamette Industries after 21 years but has since found a new job after being retrained at the dislocated workers program at Lane Community College.

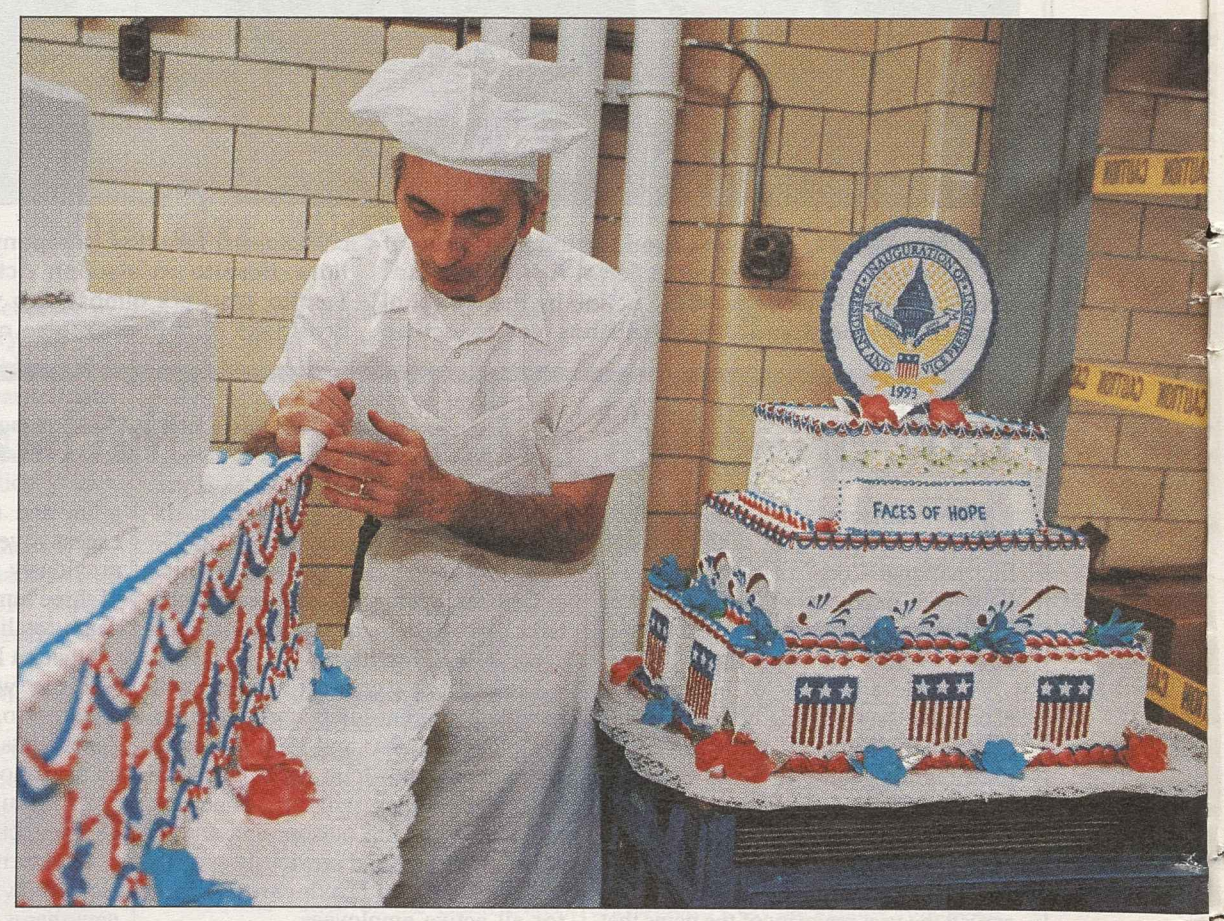
For A.B. Green, a 68-year-old Machinist from Houston, the trip to the inauguration was like winning the lottery. In fact, it was exactly like winning the lottery — but with a 12-year wait for the payoff.

Green attended the ceremony courtesy of the Texas AFL-CIO, which conducted a raffle at its 1980 convention, with the winner receiving an all-expenses-paid trip to the next Democratic inauguration. "I thought the next one would never come," Green told The Washington Post.





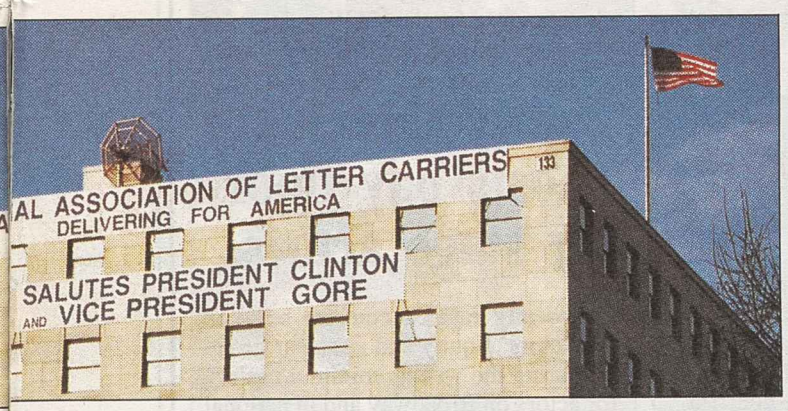
Bill Brierton, an unemployed Steelworker, was among the "Faces of Hope" Clinton met on the campaign trail.

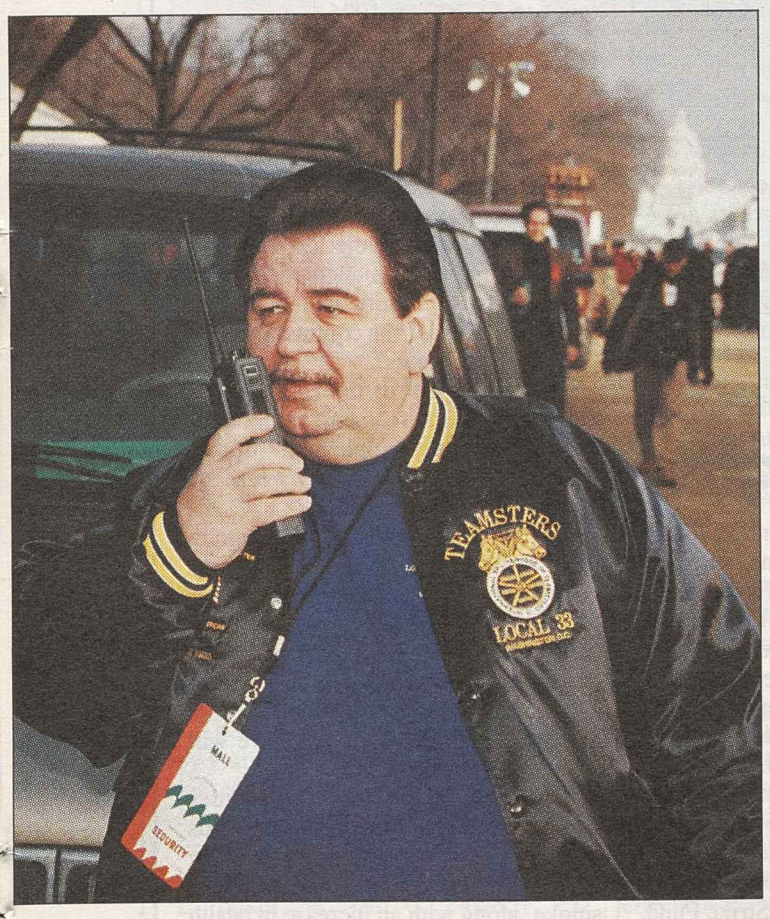


Mike Konik, a member of Bakery and Confectionery Workers Local 118, designed and prepared severa 550-pound cakes the BCT donated for Clinton inaugural galas.



Photos by Raymond Crowell and Bill Burke/Page One Photography





Bob Heverly, president of Teamsters Local 33, was among the IBT members helping with security during America's Reunion.



First Lady Hillary Rodham Clinton, with AFT President Albert Shanker, explores education exhibit.

Unions show children their future in work during special event

By Sharolyn A. Rosier

A mini-Union Industries Show was among the stars during a ''Salute to Children/Salute to Youth'' inaugural week event at the Kennedy Center.

''We achieved both of our goals of impressing the children with the talents, pride and crafts of organized labor, and to give Hillary Clinton a display and exhibition she could be proud of,'' said Dennis Kivikko of the Union Label and Service Trades Department and coordinator of the mini-Union Industries Show.

Ten AFL-CIO unions participated in showing the children the exciting world of work during the ''Salute to Children,'' which Hillary Rodham Clinton chose instead of the traditional First Lady's Luncheon.

Mrs. Clinton visited the AFT exhibit along with her daughter, Chelsea, who was given a lesson on Martin L. King Jr. via computer and laser disc provided by DataComp of Washington.

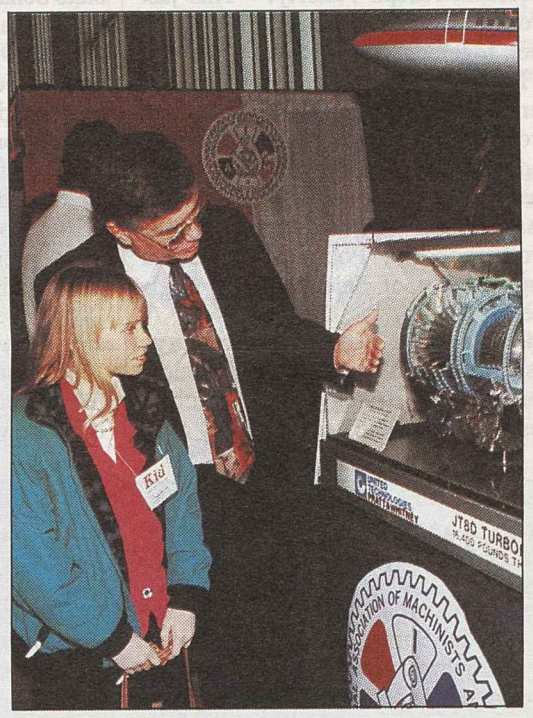
The high-tech classroom allows students to ask questions on their computers and receive immediate assistance. Teachers have lesson plans on their master console and are able to guide the students from their computers as well.

After the lesson, Chelsea Clinton demonstrated her aptitude by using the computer to communicate with her former class in Little Rock.

Jessica Bacon, a 7-year-old from Vorhees, N.J., was flabbergasted when I/BU, the robot sponsored by the Electrical Workers, remarked at how pretty her hair was. I/BU was ''awesome'' and ''cool, dude,'' the youngsters observed.

Dave Pollard of Bakery and Confectionary Workers Local 118 drew a crowd as he adorned cakes with the U.S. flag, President Clinton playing the saxophone and the inaugural seal.

One of the busiest booths was run by the Machinists/USAir, featuring a jet engine. IAM President George Kourpias joined union members in describing how the jet works.

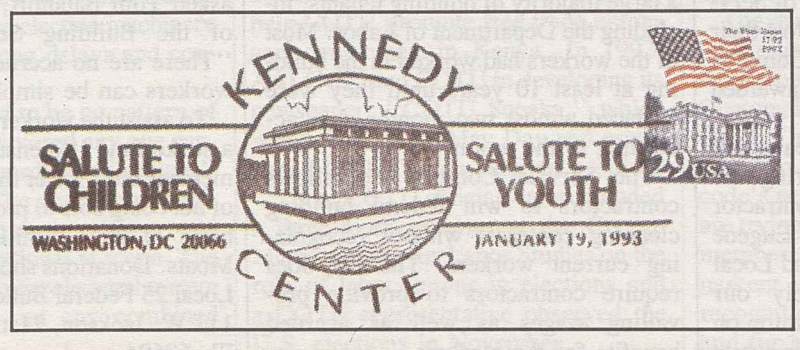


Machinists President George Kourpias explains to youngster how jet engine works.

Children mailed letters about the program from a Postal Workers booth, where children received a copy of the letter and an envelope with a special inaugural cancellation. And the Letter Carriers demonstrated modern and old-fashioned methods of delivery.

The Tin Lady (Dori Legg) greeted the youngsters as they entered the Kennedy Center and invited them to the Sheet Metal Workers booth, where they were taught how to cut tin and do a ''Pittsburgh edge'' by members of SMWIA Local 100. Other show-stoppers included Tony the Tiger and the Pillsbury Doughboy, sponsored by the Grain Millers.

The Fire Fighters and Police Association shared a booth that included what one youth called a ''smoking'' Harley-Davidson, manufactured by the Allied Industrial Workers.



This special inaugural stamp cancellation was available at Postal Workers booth.

Solidarity helps beat raise veto

Public workers win in Massachusetts

By Sharolyn A. Rosier

A coalition of unions led by the Massachusetts AFL-CIO helped to overcome a veto by Republican Gov. William Weld and gain the first pay raise in more than four years for some 50,000 state workers.

The unions' lobbying efforts convinced members of both houses of the legislature to override the veto of the state worker pay bill. The Senate vote was 29-5 and the House vote was 88-21.

The state workers gained a 6 percent raise, effective Dec. 31, 1992, with an additional 7 percent raise on June 28.

"The coalition was a definite success because workers from all professions and trades pulled together in solidarity," said Massachusetts AFL-CIO President Joseph Faherty. "This just proves what workers can do when they stick together."

The coalition included AFSCME, Service Employees, AFT, Office and Professional Employees, Fire Fighters and Police Association, as well as the unaffiliated Massachusetts Teachers Association, Nurses Association, Brotherhood of Police Officers and Organization of Scientists and Engineers.

Central to the coalition's success was a state Committee on Political Education election strategy that publicized positions of candidates on the pay raise as part of the endorsement process.

As a result, six Republicans lost their state Senate seats while no Democratic incumbent was defeated, AFSCME Council 93 spokesman Tom O'Connor pointed out. The Democrats even picked up five seats in the House.

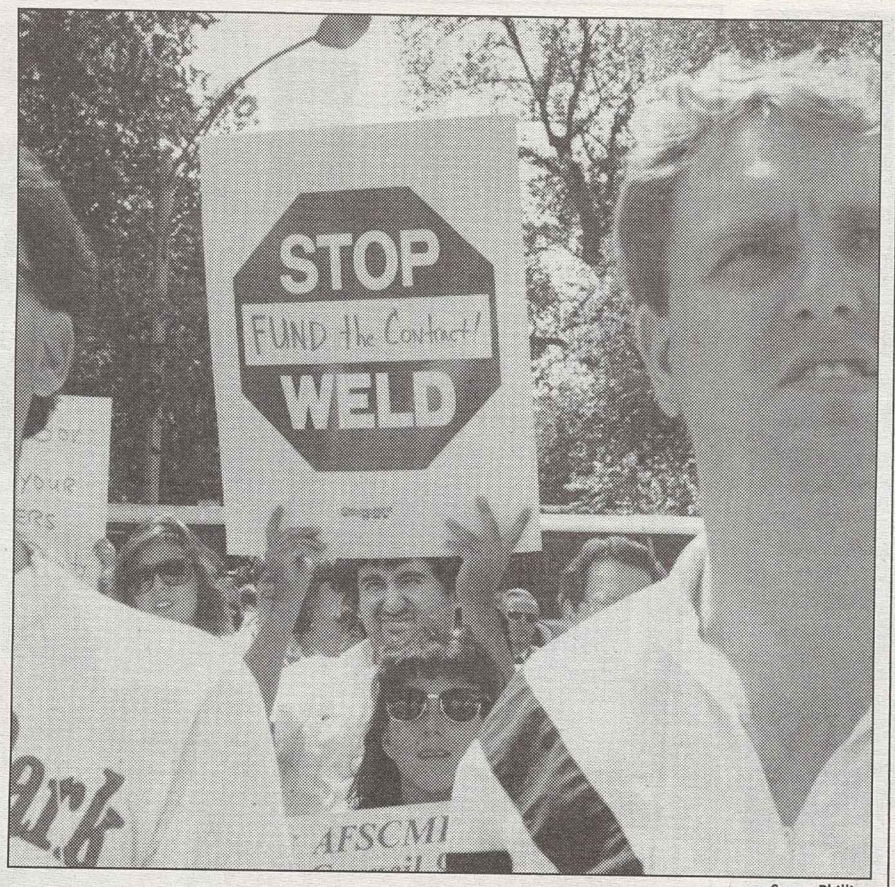
"Not only did we win our pay raise, we took back the Massachusetts Senate," said Sandy Felder, president of SEIU Local 509, which represents 8,500 social workers and social service workers in the state.

"We set out to re-elect our friends and defeat our enemies," Felder said. "We donated a lot of money, ran phone banks and worked the polls. We not only showed our anger and displeasure, we put it to work for us and we succeeded beyond our wildest dreams."

A self-styled libertarian bent on reducing state government to its lowest possible level, Gov. Weld attempted to diminish state workers through unpaid furloughs, health insurance cutbacks, layoffs and privatization.

The state employee coalition fought back with grass-roots lobbying, publicity and mass demonstrations, including one that drew some 20,000 angry demonstrators to the State Capitol.

A team of "Weldwatchers" even dogged the governor at dozens of public events and held several "watches" at his home in Cambridge.



Susan Phillips

State workers send a message to Massachusetts Gov. William Weld.

Foreign owners stall talks at Kentucky plant

Nearly two years after winning a representation election, the UAW was officially certified as the bargaining agent for workers at a Japanese-owned plant in Kentucky. But the company still refuses to recognize the union.

Officials at KI(USA) Corp. in Berea, Ky., signed for and then returned unopened a Dec. 22 letter from the UAW calling for the beginning of negotiations, according to Ron Gettelfinger, director of UAW Region 3. A second letter and a FAX were sent to the plant, but so far there has been no response, he said.

The National Labor Relations Board on Dec. 16 declared that the UAW won a March 1991 representation election at KI(USA) by a 19-16 margin. The plant, which makes automobile struts and shock absorber parts, has grown to 105 employees since the vote.

NLRB statistics show that 35 percent of U.S. employers refuse to bargain as the last delay used to frustrate workers' desire to form a union.

The company used some of the other methods of delay earlier, including protesting the election result by claiming that the union tried to inflame racial prejudice against the plant's owners by distributing comments made by a Japanese businessman that described American workers as lazy and illiterate and American managers as half-witted. KI(USA) is a wholly owned subsidiary of a Japanese firm.

"That's ludicrous," said Gettelfinger, "they're just trying to stall the inevitable. The majority of their employees voted for the UAW and they're trying to hold off negotiations."

Saturn teamwork accord backed by wide margin

Workers at the Saturn Corp. plant in Spring Hill, Tenn., overwhelmingly endorsed the union's current participatory labor-management agreement.

The issue of whether to retain the current work structure was approved 71 percent to 29 percent, said Jack O'Toole, vice president of UAW Local 1853. About 90 percent of the 5,200 covered workers voted in the Jan. 13 referendum. The vote also adds a skilled trades representative to the union council.

"We were obviously pleased with the turnout of the vote as well as the result," said Local 1853 President Michael Bennett. The union called the referendum on the innovative labor-management agreement, which does not have the contract expiration dates and membership ratification processes normal to some union agreements.

The contract eliminates layers of job classifications and relies on teams of six to 15 employees with unit counselors elected by the team members. The counselor acts as both supervisor and union representative.

The plant is now operating two shifts of five 10-hour days each week. A third crew will be added April 1, taking production to six days a week. That structure was approved by the membership in January 1992.

In a move to increase production, General Motors recently announced that some Saturn production will be shifted to an underutilized Corvette plant in Georgetown, Ky.

Meanwhile, some 104 cafeteria, gift shop, vending and uniform service workers at the Saturn plant struck their employer, Morrison-Milco, Jan. 22 after failing to reach a contract agreement. The workers are members of Local 1853 but are covered by a separate agreement, which expired Jan. 23. The key issues are wages and benefits, O'Toole said.

The striking workers have set up a picket line at the Saturn cafeteria, O'Toole said. The auto workers are honoring the pickets at the cafeteria and vending machines, but are otherwise working, he said. Negotiations are continuing with Morrison-Milco, O'Toole added.

SEIU pickets contest non-union federal contractor

Chicago

Daily pickets are up in the Loop as labor rallies behind 70 veteran cleaning employees, members of Service Employees Local 25, who lost their jobs at the Federal Building Complex when the cleaning contract was awarded to a non-union firm.

"This action severely breaks the longstanding tradition of hiring the old work force by the new contractor — union or non-union," said Eugene Moats, SEIU vice president and Local 25 president. "Unfortunately our sisters and brothers must endure on meager unemployment benefits while we attempt to right this wrong."

The mostly African-American female work force has received support from a large majority of building tenants, including the Department of Labor. Most of the workers had worked in the building at least 10 years until they were replaced almost two months ago, according to the union.

The Service Contract Act allows contractors to win federal building cleaning contracts without recognizing current workers. The act does require contractors to provide prevailing wages as well as accrued benefits for the workers.

"But what sense does it make to provide accrued benefits when contractors don't have to recognize workers?" asked Tom Balanoff, SEIU's director of the Building Service Division. "There are no accrued benefits when workers can be simply replaced."

To assist the workers, the local set up a strike fund "to ensure that no union member must suffer the humiliating fate of not being able to provide for the most basic of their families needs," said Moats. Donations should be sent to the Local 25 Federal Building Strike Fund, 111 W. Jackson, 21st Floor, Chicago, Ill. 60604.

Equity agreement boosts pay floor for stage actors

A recently ratified contract between Actors' Equity and a theater group will bring the weekly minimum salary for actors on Broadway and in national tours to $1,000 by 1996.

The four-year agreement between Equity and the League of American Theatres and Producers also covers stage managers and includes stronger anti-discrimination language and gains in overtime pay and per diem.

The pact was ratified by the membership by a 1,733-57 vote last October. The balloting was conducted via a mail referendum of Equity members who had worked under the contract over the preceding six years.

One key aspect of the contract is a new split-week agreement, an initiative to expand Equity employment opportunities on tours where many weeks are split weeks.

Salary minimums under this agreement are $500 per actor per week and $1,200 per stage manager.

"We are pleased with the improvements we have obtained for the membership," said Alan Eisenberg, Equity's executive secretary, "and hope that the split-week initiative will be beneficial to everyone."

In addition, the pact includes strengthened requirements for chorus auditions and guidelines regarding raked stages and the use of fog and smoke, along with an increase in health care contributions for covered employees.

U.S. public employees lack rights, ILO finds

The International Labor Organization has found that neither federal nor state and local employees in the United States have union rights "that meet the requirements of the principle of voluntary collective bargaining."

The federal civil service law does not allow bargaining over wages, the ILO noted, adding that the disputes settlement mechanism intended to compensate for the lack of a right to strike is "malfunctioning."

For state employees, the ILO cited the management right to refuse to bargain in various states as the proof of violation of the right of voluntary collective bargaining.

The case was brought to the ILO in 1990 by the AFL-CIO and Public Services International, the trade secretariat for public employees, at the request of AFSCME and the federation's Public Employee Department. The ILO decision was by its Committee on Freedom of Association, which drafts findings for the ILO Governing Body.

Two of the committee's four findings were a request for further information on state actions in Virginia and Tennessee and a special mention of the plight of federal employees at the U.S. Naval Ordnance Station in Louisville, Ky., who struggled for four years to win their latest contract.

In the other findings, the committee asked the ILO to state "that all public service workers other than those engaged in the administration of the state should enjoy collective bargaining rights" and to draw U.S. government attention to the importance the ILO attaches to the principle "that priority should be given to collective bargaining in the fullest sense possible as the means for the settlement of disputes . . ."

The committee asked specifically for further information from the U.S. government on the suspension of collective agreements in Virginia and the refusal to grant checkoff to independent unions in Tennessee.

But the overall picture of state employee rights also drew a stinging rebuke from the committee, which noted that Texas specifically bans collective bargaining for its employees, and that rights are limited to firefighters (Wyoming) or to firefighters and police (Kentucky). It took notice "with concern" that there is no collective bargaining legislation in the states of Arkansas, Arizona, Colorado, Louisiana, Mississippi, North Carolina, South Carolina, Utah, Virginia and West Virginia.

In addition to the four-year struggle for their current contracts, the federal employees in Louisville provide further proof of the malfunctioning of the system, the committee said, because their "two previous agreements had taken five and seven years respectively."

The committee pointed out the latitude offered in the article on public service labor relations in the ILO's Labor Relations (Public Service) Convention (No. 151). That convention prefers "negotiation between the parties" but also mentions "independent and impartial machinery, such as mediation, conciliation and arbitration." Even the alternative is clearly "malfunctioning" in cases like the Kentucky naval employees, the committee said.

Panel cites Food Lion for denying worker rights

Commenting on a case involving Food Lion, an anti-union U.S. employer, an International Labor Organization committee urged that union organizers should have access to workplaces and that U.S. courts should treat employers and workers the same in granting injunctions to halt unfair labor practices.

The findings of the Committee on Freedom of Association of the ILO resulted in a request that the U.S. government take three actions:

- Guarantee the access of trade union representatives to workplaces.
- Draw the attention of companies that violate trade union rights to the findings in this case.
- Ensure that, within the context of the National Labor Relations Act, workers and employers will be treated on a fully equal basis.

The committee's findings go as recommendations to the ILO's governing body.

In its record of the case, brought by the AFL-CIO and the Food and Commercial Workers, the ILO committee said that it drew from four separate cases against Food Lion before the National Labor Relations Board, all involving grocery stores in Virginia.

The ILO committee took special note of employers calling local police to evict union organizers from the worksite and of the fact that U.S. law "allows" injunctions against employers under federal labor law, but "requires" such injunctions in the section dealing with unfair labor practices by unions.



AALC photo

Hundreds of people queue up in Nairobi, Kenya's capital, for the nation's first free elections in nearly 30 years.

World labor helps ensure free Kenyan vote

The AFL-CIO and the international labor movement played a key role in overseeing Kenya's recent multiparty elections, the first free elections held in that country in nearly 30 years.

At the request of Joseph J. Mugalla, secretary general of Kenya's Central Organization of Trade Unions (COTU), AFL-CIO President Lane Kirkland appointed a 13-member team to observe the elections. The AFL-CIO delegation was one of several sent by labor organizations around the world.

The AFL-CIO delegation was headed by Patrick J. O'Farrell, executive director of the African American Labor Center and included Steelworkers Vice President Leon Lynch; Food and Commercial Workers Vice President Willie L. Baker; William C. Doherty, executive director of the federation's American Institute for Free Labor Development; and AALC field and headquarters staff.

The delegation's report expressed reservations about the election, saying it was "free but not necessarily fair. If nothing else, these elections were, categorically, a step toward democracy."

The group noted the large turnout and absence of violence and intimidation as a plus, but found the election machinery to be marked by long delays and confusion.

"There appeared to be no pattern of irregularities that favored any one candidate or party regardless of region," the report said. "The observers, therefore, conclude that the delays and frustrations were national in scope. The effects of the inefficient electoral system probably average out any combined irregularities."

COTU, which has a long relationship with the AALC, took a strong stand in favor of multiparty elections and remained non-partisan during the campaign. The labor federation stressed the need for labor solidarity on campaign issues that affected workers and their families.

The observer team was the latest in a series of activities by the AALC to help COTU promote free trade unions and democracy in Kenya. In 1992, AALC assisted COTU in developing its newspaper, "COTU Speaks," which was published on May Day and established COTU's non-partisan position.

Three COTU officials later attended a three-week seminar at the George Meany Center for Labor Studies on the role of labor unions in elections and a COTU representative observed the U.S. elections in November.

Under pressure, Guatemala sets new labor code

Guatemala City

Faced with the threat of losing trading privileges under the U.S. Generalized System of Preferences, Guatemala has revised its national labor code to curb violations of trade union rights.

If fully implemented, the measure will significantly improve worker rights in the country, said William C. Doherty, executive director of the AFL-CIO American Institute for Free Labor Development.

But Doherty pointed out that a U.S. commission will continue to monitor the situation, stressing that the "investigation of trade union denunciations" has not been suspended.

In 1991 and 1992, the AFL-CIO had petitioned the U.S. Trade Representative to deny Guatemala's GSP privileges on grounds that "ongoing, overt violations of worker rights are rampant in Guatemala, resulting in widespread fear among workers and the lowest rate of unionization in Central America."

A 1990 State Department report on international human rights practices said only 8 percent of the Guatemalan work force was unionized because the country's labor code "has stringent requirements for organizations to meet in order to obtain legal status."

Guatemala's Congress approved the changes to the labor code on Nov. 10 and the legislation was signed by President Serrano on Nov. 18, 1992.

The draft legislation was introduced by Congressman Juan Francisco Alfaro, who is the general secretary of the Guatemalan Confederation of Trade Union Unity (CUSG).

Alfaro said a vital element is the code's new ban on firing workers who are trying to organize. It protects union members from dismissal during the nascent union's application for legal recognition by the Labor Ministry and for six months after.

ECONOMY

Clinton team working on economic stimulus

By John R. Oravec

The White House is formulating a jobs-expansion economic stimulus package that President Clinton will unveil in his State of the Union message Feb. 17.

Unions have been pressing for an effective economic recovery program since the onset of the Bush recession in 1990.

Reacting to the latest torrent of pending layoffs of tens of thousands of workers by Blue Chip corporations, Labor Secretary Robert B. Reich said that "we are going to do whatever it takes" to create jobs.

He said that whether it's $15 billion to $20 billion, or $20 billion to $25 billion in new federal spending, "it's likely there will be a stimulus package and an extension of unemployment benefits."

With the nation in the grips of recession and slow growth at the close of 1992, a study by the AFL-CIO Department of Economic Research underlined the need for jump-starting the economy with a strong stimulus to create jobs and restore sustained economic expansion.

The consensus among leading economic forecasters is that the gross domestic product (GDP) will grow in 1993 at an annual rate of 2.8 percent.

At that pace, economic growth is too slow to bring substantial job creation, AFL-CIO chief economist Rudy Oswald said. He noted that 1.7 million private sector jobs have been lost since the start of the recession in June 1990, including 1.1 million jobs in manufacturing and another 600,000 in construction.

"Economic growth needs to reach 3 to 4 percent for a sustained period to generate enough jobs to lower unemployment," Oswald said. "Over the past 18 months, it has averaged 2 percent."

While the output in goods and services in the third quarter of 1992 brought the best gain in several years, Oswald said "the increase is too weak to signify that the economy is back on the path of recovery and job creation. Past recoveries have shown much higher increases in output over a sustained period."

Unemployment climbed from 5.3 percent at the start of the recession to 7.7 percent in June 1992 and closed the year at 7.3 percent. But in construction, the rate was 15.7 percent. The "official" unemployed totaled 9.3 million.

With 1.1 million discouraged workers who gave up the futile search for jobs and 6.3 million others working part time for economic reasons, 16.7 million workers were affected by total or partial unemployed for a real unemployment rate of 10.6 percent at the end of 1992, Oswald noted.

"There are serious structural problems which hobble the U.S. economy and prevent healthy expansion and job growth," he observed. These include major corporate down-sizing and previously announced future layoffs, continuing defense-related cutbacks, slack construction resulting from overbuilding, credit restrictions stemming from shaky conditions of banks and savings and loans, the widening U.S. foreign trade deficit and lagging consumer buying power.

Underscoring the shaky state of the economy were the bombshells dropped in late January by major corporations.

- Sears, Roebuck & Co. said it would lay off 50,000 workers this year, shut down 113 stores across the country and fold its catalogue operations.
- Boeing Co. announced it was cutting back airplane production that analysts said would result in the loss of 30,000 jobs in coming months.
- United Technologies Corp. disclosed plans to eliminate more than 10,000 jobs at its Pratt & Whitney and Hamilton Standards divisions over the next two years.
- McDonnell Douglas Corp. said it would eliminate 8,700 production workers and another 1,500 white-collar jobs.

Mass layoffs affecting many thousands of workers were announced earlier by other large corporations, including IBM, Kodak, Xerox, United Airlines and Northwest Airlines.

Although the economy flashed some plus signs in the last two quarters of 1992 with a pickup in consumer spending, GDP growth for the entire year was just 2.1 percent, Oswald pointed out. It declined 1.2 percent in 1991 and rose a scant 0.8 percent in 1990. He noted that the economic performance was lower than in past recovery periods and far weaker than the numbers indicate.

Consumer spending is still too fragile to provide an incentive for increased investment in plant and equipment, Oswald said.

Further dimming the economic outlook for 1993 is the widening foreign trade deficit, since weaker growth overseas will mean less U.S. exports.

Oswald cited international projections showing the real GDP growth in Germany, France, Italy and Britain will average only 1.2 percent this year. Japan's growth is projected at just 2.3 percent.

Trade deficit widens

Exports of U.S. goods slowed sharply in November as the nation's foreign trade deficit rose more than 5 percent to $7.6 billion, the Commerce Department said. Worse yet, imports of manufactured goods exceeded exports by $9 billion.

For the first 11 months of 1992, the United States has amassed a trade deficit of $75.5 billion, an increase of $16.4 billion from the same period in 1991.

At the current pace, analysts expect the 1992 deficit to top $83 billion. The shortfall totaled $65.4 billion a year earlier.

In other economic reports:

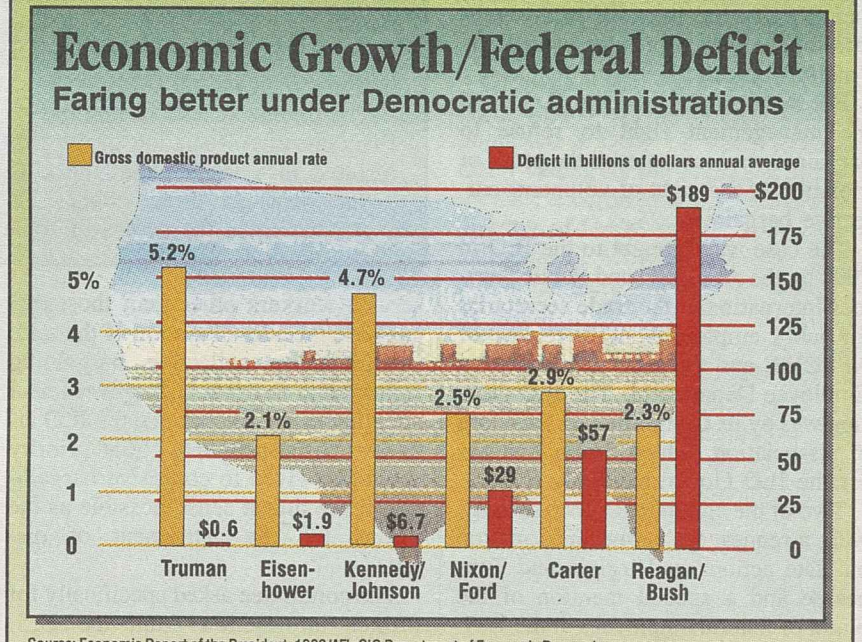
- Construction of new homes rose to 1.2 million units last year from 1.01 million a year earlier, the Commerce Department said.

Despite the 18.5 percent pickup, the home building rate was well off the pace in the 1970s when construction was at 2 million units for several years.

- New claims for state unemployment benefits soared by 216,400 to 703,867 before seasonal adjustment in the week ended Jan. 9, the Labor Department reported. The adjusted number was put at 361,000, an increase of 17,000 over the previous week.

Sixteen states reported new filings rose by at least 5,000, mainly because of layoffs. California posted the highest increase, 25,600. Illinois and Ohio each had increases of more than 10,000, while North Carolina claims rose by 14,000, Michigan's by 16,700 and Tennessee's by 18,800.

Significant statistics



Source: Economic Report of the President, 1993/AFL-CIO Department of Economic Research

Since World War II, the U.S. economy has grown an average 4.3 percent a year under Democratic presidents and only 2.4 percent under Republican presidents. During that period, the federal deficit amassed by Republican presidents came to $2.57 trillion, compared with $0.29 trillion when Democrats were in the White House. In the last year of the Bush administration the deficit surged to $290 billion.

Foreign trade deficit

November (all items)	$7.6 billion
Manufactured goods	$9 billion

Consumer price index, 1992

CPI-W	+2.9 percent

Real weekly wages

1992	-1.3 percent
Since 1979	-10.8 percent

Housing starts

1992 units	1.2 million (+18.5 percent)

Initial UI claims

Week ended Jan. 9	
Actual state filings	703,867
Seasonally adjusted	361,000

AFL-CIO NEWSGRAFIC

Workers lose ground as purchasing power dwindles again

Economic recovery did not arrive in 1992 for the average worker, who lost purchasing power for the sixth year in succession despite a rise in consumer prices that has been moderate by historic comparison.

Real weekly wages for non-supervisory and production workers declined 1.3 percent last year, while the consumer price index (CPI-W) rose 2.9 percent, the Bureau of Labor Statistics reported.

Workers have seen their real earnings decline every year since 1986 from as little as 0.9 percent to as much as 1.8 percent. Weekly pay after adjustment for inflation rose in only three of the past 11 years.

And since December 1979, real spendable weekly earnings are down 10.8 percent, AFL-CIO economist Anne Draper pointed out in noting that wages rose 61 percent while consumer prices jumped 80 percent over the last 13 years.

BLS reported that before adjustment, average weekly earnings increased 1.6 percent between December 1991 and 1992 as average hourly wages rose 2.2 percent. But with average weekly hours declining 0.6 percent and consumer prices rising 2.9 percent, the result was a 1.3 percent drop in real weekly pay.

In current dollars, the average weekly pay in December was $369.84, up $5.84 over the year. But when translated into inflation-adjusted 1982 dollars, real weekly pay dropped by $3.33 to $256.30.

The rise in the consumer price index for urban wage earners stayed under 3 percent in both 1991 and 1992 after a 6.1 percent surge in 1990.

Increases in food, clothing and energy costs were moderate in 1992, BLS reported. Over the year, food prices rose 1.5 percent, clothing prices and gasoline prices rose 1.6 percent.

Housing costs, primarily rent, rose 2.8 percent last year. Gas and electric utility costs rose 2.9 percent.

Public transportation fares jumped 5.2 percent last year after declining 1.7 percent in 1991.

Tuitions and other school fees increased by 8.1 percent and tobacco prices were up 8.5 percent.

Medical care costs continued to lead the rise in all other major components of the index with an increase of 6.8 percent, even though the increase was less than the 7.8 percent jump in 1991.

— By John R. Oravec

Newsmakers

The American Radio Association, a division of the Longshoremen, conducted a 90-day mail-ballot election in which **William Schuman** was elected president and **Bernard A. Stoller** secretary-treasurer. **Rae Echols** won a seat as national council member, with **Richard Bragg, Philip Clegg** and **Floyd Hepting** elected as national council members-at-large. **William R. Steinberg,** who did not seek re-election, becomes president emeritus.

Howard D. Samuel, former president of the AFL-CIO's Industrial Union Department, has joined the Economic Strategy Institute as vice president. Samuel, who retired as IUD president in October, also has served as an organizer and vice president of the Clothing and Textile Workers and as deputy undersecretary of labor for international affairs during the Carter administration.

Susan M. Washington has been named by AFL-CIO President Lane Kirkland as associate director of the AFL-CIO Department of Education, effective upon the retirement of **Edgar R. Czarnecki** Jan. 22. Czarnecki, 61, associate director since 1977, previously was program director and associate professor at the Center for Labor and Management at the University of Iowa, and assistant director of research and education for the Electrical Workers. Washington, 38, who was promoted from assistant director, has been with the AFL-CIO for six years and previously worked for the American Institute for Free Labor Development.

Herbert J. (Bud) McTaggart has joined the staff at the Cleveland AFL-CIO to work on expanding the federation's membership base. He is a member of Communications Workers Local 4340 as well as a former officer and special representative to the president of the International Typographical Union. McTaggart previously served as a labor liaison for former U.S. **Rep. Edward Feighan**.

Postal Workers Legislative Director **Patrick Nilan** retired last fall after more than 25 years of union service. **Roy Braunstein** will serve as legislative director through 1995, while **Myke Reid** is APWU's legislative aide.

Machinists Local 1910, a predominantly Latino local in Los Angeles that includes American Racing Equipment Inc. members, has raised $1,170 to assist victims of recent floods in Tijuana, Mexico. ''This is an example of what we can do when we are organized and empowered,'' said Chief Shop Steward **Macario Camorlinga.** ''We can help those less fortunate than us through our union.''

AWARDS

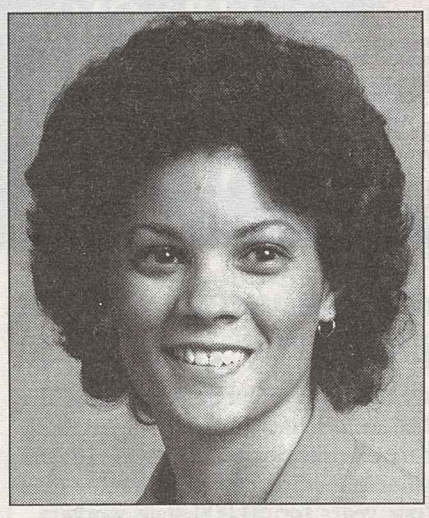
AFL-CIO President **Lane Kirkland** received the Freedom Award on behalf of the federation at the Freedom House's 50th Anniversary Dinner Jan. 26. Freedom House is a non-partisan, non-profit human rights organization devoted to strengthening political rights and civil liberties abroad. In bestowing its award, the group noted the AFL-CIO's support of the free trade union movement abroad and its role in supporting democratic institutions around the world. Radio Free Europe/Radio Liberty also was recognized with a Freedom Award.

Electrical Workers President **John J. Barry** is being honored by the National Capital Area Region of the National Conference of Christians and Jews with its 1993 Brotherhood/Sisterhood Award for labor. The award is to be given at a dinner in Washington March 24, an event co-chaired by Communications Workers President **Morton Bahr.**

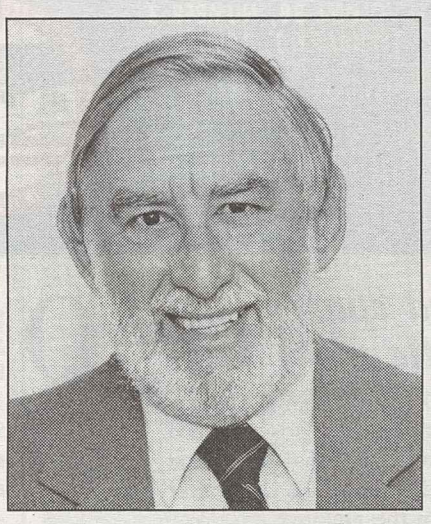


Raymond Crowell/Page One Photography

Labor Secretary Robert Reich introduces his wife, Clare, to House Speaker Thomas Foley (D-Wash.) during a Jan. 19 reception at AFL-CIO headquarters in Washington. Looking on are AFL-CIO Secretary-Treasurer Thomas R. Donahue and President Lane Kirkland. The federation also hosted a reception for new members of Congress on Jan. 27.



Susan M. Washington



Edgar R. Czarnecki

Sidney Hillman, first president of the Amalgamated Clothing Workers of America, and noted labor figure **Mary Harris "Mother" Jones** were inducted by the U.S. Department of Labor and Friends of the Department of Labor at the 5th annual awards ceremony of the Labor Hall of Fame Jan. 28. One union member who put a lot of effort into drumming up support for the selection of Mother Jones was **Jim Goltz,** the recording secretary of Plumbers and Pipefitters Local 553 in Illinois, who collected 3,000 signatures of support. Clothing and Textile Workers President **Jack Sheinkman,** Mine Workers President **Rich Trumka** and Secretary of Labor **Robert Reich** spoke at the induction ceremony.

DEATH

Vernon A. Housewright, retired secretary-treasurer of the Retail Clerks, died in Fort Myers, Fla., on Dec. 17. He was 82.

Housewright was a charter member of Retail Clerks Local 665 and served as its president before moving on to positions with the international as organizer and vice president of the RCIA general executive board. He was elected to the union's second-highest office in 1945, a position he held until his retirement in 1959. The Retail Clerks was one of three unions that merged to form the Food and Commercial Workers.

Housewright was an older brother to James A. Housewright, who became president of the Retail Clerks in 1968 and was an AFL-CIO vice president from 1972 until his death in 1977.

Housewright is survived by his daughter, two brothers, two sisters, three grandchildren and nine great-grandchildren.

CONVENTIONS

The Public Employee Department, AFL-CIO, will hold its convention Sept. 30-Oct. 1 in San Francisco. The Louisiana AFL-CIO will hold its convention March 8-10 in Baton Rouge.

Resources

CONFERENCES

The George Meany Center for Labor Studies, along with AFSCME, the Service Employees and the Communications Workers, is sponsoring a symposium on the **History of Latina Women Workers** Feb. 22-23 at the Meany Center Archives, 10000 New Hampshire Ave., Silver Spring, Md. 20903. The symposium will feature Dolores Huerta, widely known for her organizing work among farm workers, and Maria Durazo, president of Local 25 of the Hotel Employees and Restaurant Employees. Seats at the symposium may be reserved on a first-come, first-serve basis by calling Janet O'Conner at 301/431-6400.

The 1993 **Black Men in Unions Institute** will be held Feb. 18-21 at the Plaza Hotel in Southfield, Mich. This year's institute is dedicated to the work and memory of John Handcox, a member of the Southern Tenant Farmers' Union and author of the song ''Roll the Union On.'' Registration is $190 plus $10 for the youth program. Contact Elise Bryant or Billie Rohl of the University of Michigan Labor Studies Center at 313/764-0492.

The School for Workers, University of Wisconsin and the Wisconsin AFL-CIO are sponsoring two 1993 conferences: **Ergonomics for Joint Committees** and **Job Evaluation.** Ergonomics will be offered Feb. 21-26; Job Evaluation March 7-12. For more information contact Neill DeClercq or George Hagglund at 608/262-2111.

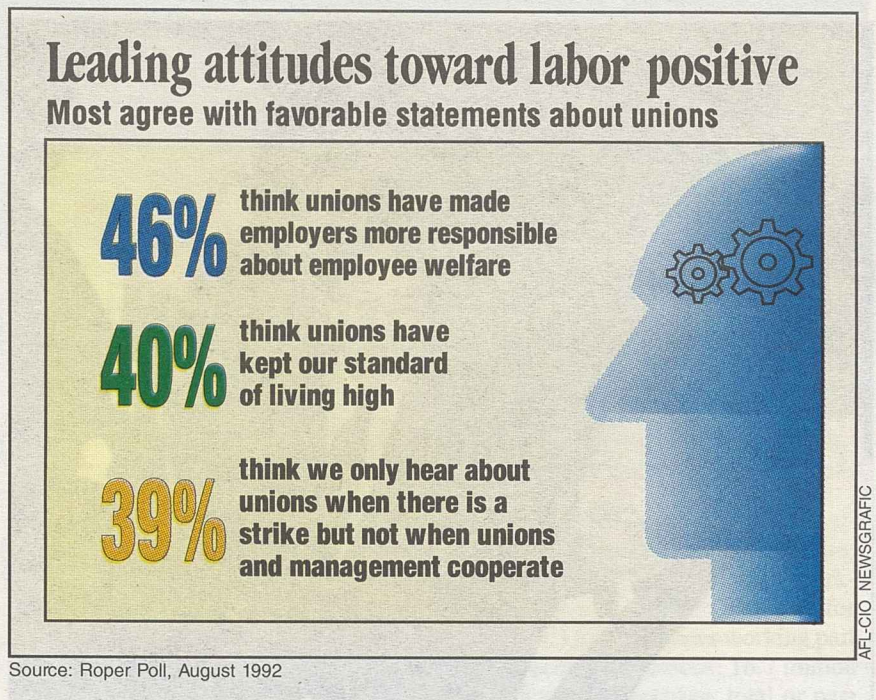
The Center to Protect Workers' Rights, along with the National Institute for Occupational Safety and Health and others, is sponsoring a **National Conference on Ergonomics, Safety and Health in Construction: Setting the Agenda,** July 19-22 in Washington. For more information, write or call the center, which is the research arm of the AFL-CIO Building and Construction Trades Department, 111 Massachusetts Ave. N.W., Washington, D.C. 20001; 202/962-8490.

PUBLICATIONS

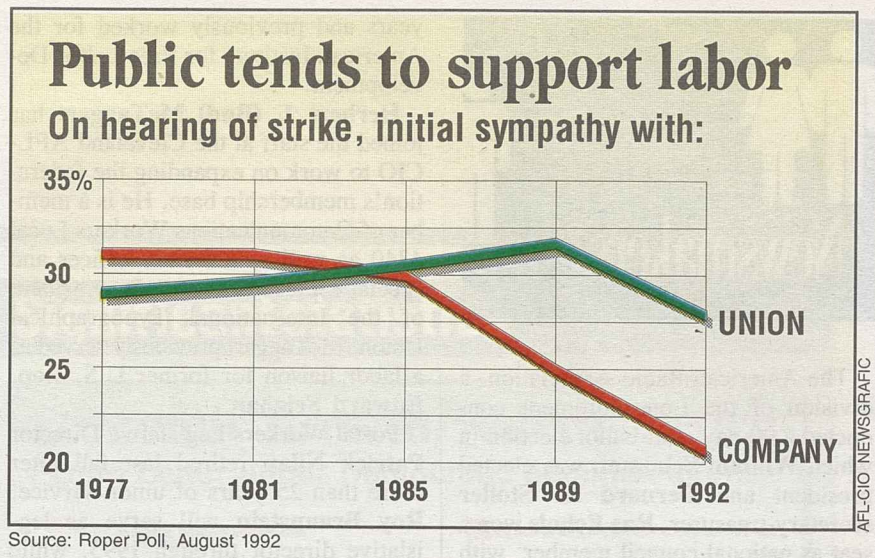
Changing America: Blueprints for the New Administration is an agency-by-agency transition report with 58 chapters, including one by Peg Seminario, the AFL-CIO's director of occupational safety and health. For more information or copies contact the Citizens Transition Project, 67 Irving Place South, 4th Floor, New York, N.Y. 10003.

The Un-American recounts the personal story of Emanuel Fried, a union organizer and playwright who challenged the constitutionality of the House Un-American Activities Committee when subpoenaed during the McCarthy era. The regular price of the book is $14.95 but union members can get a discount price of $9.95 plus $3.05 postage/handling by sending a check to Labor Arts Books, Attn: Manny Fried, 1064 Amherst Street, Buffalo, N.Y. 14216.

How to Change Laws: A Guide to Lobbying in North Dakota is a practical how-to book that may be applied to other state legislatures. To order, write the United Transportation Union, 750 Augsburg Avenue, Bismarck, N.D. 58504.



Source: Roper Poll, August 1992



Source: Roper Poll, August 1992

Chart at left shows the leading responses to a series of statements about labor. The results do not indicate how many disagreed with the statements. The range of sympathy for strikers, compared with the company, narrowed from eight points to seven points from 1989 to 1992 (above).

Perception of labor swings toward the positive, survey shows

By James B. Parks

After 12 years of union-bashing by the government and some businesses, American public opinion appears to have swung over to labor's side, according to a Roper Organization survey just released.

Roper found the public's leading attitudes towards labor are all positive. Asked if they agreed with various statements about labor, both pro and con, 46 percent agreed that unions have made employers more responsible about employees' welfare, even in companies that don't have unions.

Conversely, some negative perceptions of unions commonly held in the early '80s are down dramatically. For example, less than a third still believe that union wages cause inflation.

The second-leading attitude about unions, held by 40 percent of the respondents, credits labor with preventing the nation's standard of living from dropping to that of an underdeveloped country.

The third-leading indicator suggests the public is taking news about unions with a grain of salt. Thirty-nine percent believe that you only hear about unions when there is a strike but not when unions and management cooperate with each other.

Less criticism

In a reversal of opinion from the 1970s and 1980s, the same number of Americans think unions need to do a great deal more — 26 percent — as think they've gone too far.

Many people (30 percent) feel that unions are doing just fine and need only to keep on with what they're doing.

Until 1989, labor's critics greatly outnumbered its advocates. Much of the long-term improvement in public perception of unions has come from people in traditionally non-union, professional jobs, Roper said.

Over the past decade, public sympathy for unions in strikes has shifted to labor over management. Today, 28 percent of Americans instinctively side with unions over companies when first hearing of a strike, while only 21 percent side with the company. Public sympathy for the company has declined consistently since 1981.

But a greater number of people — 26 percent, up six points since 1989 — said the side they sympathize with depends on the circumstances of individual strikes. This trend, Roper said, is consistent with other topics such as health and the environment, suggesting that people are deciding issues more on a case-by-case rather than falling back on their own entrenched beliefs.

Union membership is becoming more appealing to Americans. For the largest number of people, the prospect of starting a new job with union representation is not a cause for concern. Six out of 10 people said they would be happy or it would not matter if they were represented by an AFL-CIO union on their new job, the same percentage as in 1981.

Additionally, opposition to union membership has fallen sharply among executives and professionals since 1981 (38 percent, down 10 percent) and white collar workers (23 percent, down 14).

INSIDE

VOLUME 38, NUMBER 3
FEBRUARY 1, 1993

AFL-CIO NEWS

1 ***AFL-CIO establishes legislative goals***
Labor prepared for early action on key measures stymied by vetoes or Republican delays, including Workplace Fairness, Family and Medical Leave, "motor voter" and Hatch Act reform.

3 ***Family leave bill has broad support***
After falling victim to veto in the last Congress, family and medical leave legislation appears headed for passage again with the support of the AFL-CIO and the Clinton administration.

4 ***Confined spaces rule very little, very late***
The AFL-CIO warned that the weakened standard on confined spaces issued Jan. 14 by the Occupational Safety and Health Administration falls short after two decades in the making.

5 ***Unions resist squeeze by airline survivors***
Airline unions are fighting for an active role in airline operations to offset the carriers' bid to pay for the excesses of deregulation by taking away workers' benefits.

8 ***Massachusetts unions beat veto, gain raise***
A coalition of unions led by the Massachusetts AFL-CIO showed solidarity works by overcoming a veto and gaining the first pay raise in more than four years for 50,000 state workers.

10 ***Job creation at heart of economic package***
The Clinton administration is formulating an economic stimulus package that acts on organized labor's call for jump-starting the economy with a strong jobs-expansion program.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

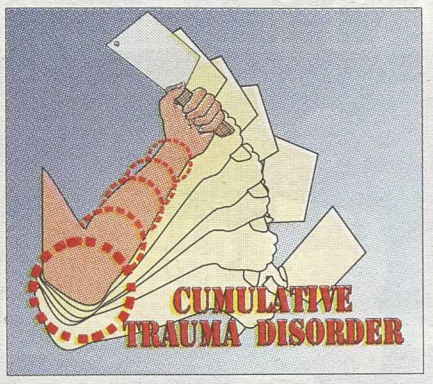
2/1/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 4 FEBRUARY 15, 1993

FOCUS



No job is safe from the fastest-growing workplace illness. **Pages 6-7.**

Clinton strikes balance, lifts anti-union orders

By Rex Hardesty

Saying he wants "to restore a needed balance in the workplace," President Clinton revoked two of President Bush's onerous executive orders restricting the rights of workers and their unions.

AFL-CIO President Lane Kirkland greeted the action as "the first symbol of a renewed commitment to the national labor policy set out in the federal labor laws and to the fair and vigorous enforcement of those laws."

Clinton revoked Executive Order 12800, issued April 13, 1992, requiring federal contractors to post a notice that workers are not required to join unions and may challenge that portion of agency fees not used for collective bargaining, and No. 12818, of Oct. 23, 1992, prohibiting project agreements on federal construction contracts.

"The two executive orders were issued by President Bush in 11th-hour, election-year attempts to secure for his re-election campaign the active partisan support of the far right wing of the Republican Party," Kirkland said.

"Protecting employee freedom of association and promoting collective bargaining are essential to tapping the strength and resolve of America's working people and to restoring America's competitive edge. We look forward to working with the president and his administration in that endeavor."

A White House spokeswoman also said the president is considering reversing President Reagan's ban on federal employment for former members of the Professional Air Traffic Controllers Organization (PATCO), another executive order the AFL-CIO has sought to have overturned. She said the issue will be decided after President Clinton's Feb. 17 State of the Union address.

Reagan fired the PATCO members when they struck in August 1981, then came back in December with another executive order banning them from federal employment for life, saying the regular rules of the Office of Personnel Management requiring an automatic

Continued on Page 4

Perseverance is rewarded at Choctaw

By Sharolyn A. Rosier

The poultry processing workers at two Choctaw Maid Farms plants in Mississippi wouldn't give up their fight for a union.

Their resolve paid off when the company, having exhausted all avenues for delay, finally agreed to a contract with the Retail, Wholesale and Department Store Union, which had won representation rights in October 1990.

"It's taken a long time to finally bring about a just solution for the workers at Pelahatchie and Carthage," said RWDSU President Lenore Miller. "But it is their dedication, commitment and belief in the union, together with the efforts of many in the trade union movement, that resulted in this important victory."

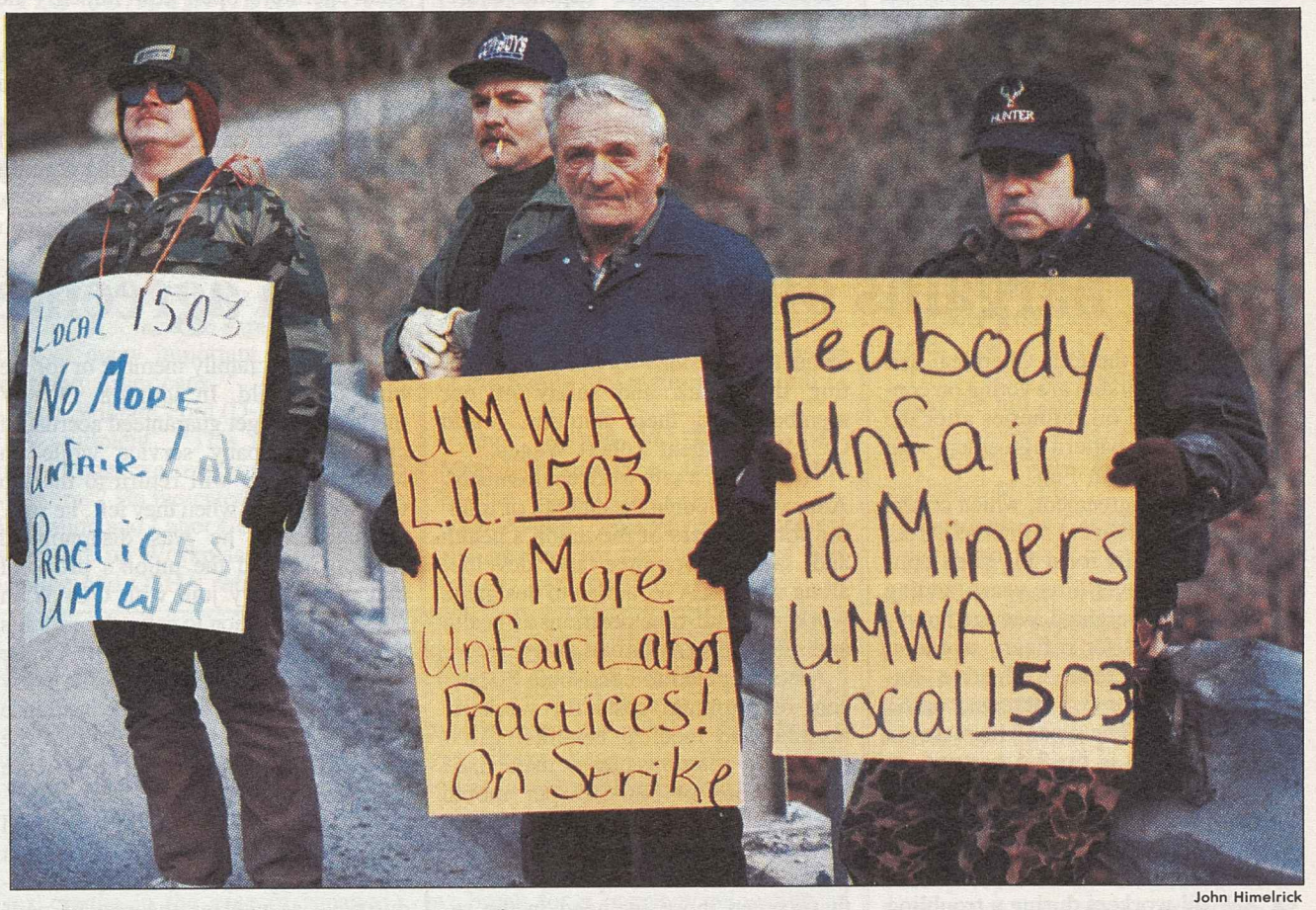
The Carthage workers ratified their new contract Jan. 25, 1993, following success on a contract at the Pelahatchie plant Dec. 7, 1992. Both votes by the mostly African-American female work force were unanimous.

The contracts include model safety and health language, seniority protection in layoffs and job bidding, and a strong grievance and arbitration procedure.

Economic improvements include an hourly wage increase of 80 cents over three years, a reduction in employee contributions to the health insurance plan from $33 weekly to $6, and an additional week of vacation after 10 years of service. The average wage is $5.95, compared with $5.50 before the contract.

Each worker will receive an increase of 10 cents an hour for night work. The average work day can be as long as 11 hours and maintenance workers have been known to work two full shifts on a given day, according to the union.

Continued on Page 12



John Himelrick

Members of Mine Workers Local 1503 in Boone County, W. Va., protest Peabody Holding Co.'s failure to bargain with the union. Some 7,700 workers walked out Feb. 2 after the multiemployer Bituminous Coal Operators Association refused to share relevant information with union negotiators. **See story, Page 2.**

At long last, family and medical leave

By Mike Hall

President Clinton signed the Family and Medical Leave Act of 1993, telling a White House Rose Garden crowd of the legislation's supporters, including AFL-CIO officials, that the new law "will strengthen our families and I believe our businesses and economy as well."

The legislation survived nearly eight years of intense attacks by business groups and congressional opponents, as well as two callous presidential vetoes, since it first was introduced in 1985. Passed again by Congress Feb. 4, it became the first law signed by the new president.

"America's workers are well-served through the actions of President Clinton and Congress to enact the Family and Medical Leave bill," said AFL-CIO President Lane Kirkland. "This legislation ensures working people no longer have to choose between a job and the health and well-being of their families."

AFSCME President Gerald W. McEntee, chairman of the federation's Working Family committee, saluted "Our nation's lawmakers (who) have shown they value the American family and the struggles facing American workers today."

The AFL-CIO supported the legislation from the beginning, arguing that the family leave standard should be considered a minimum labor standard, similar to wage and hour laws and workplace safety standards.

"The concept that workers have no rights, except for those extended by management . . . is dying," said Rep. William Clay (D-Mo.), who was an original sponsor of the bill along with Rep. Pat Schroeder (D-Colo.). "This legislation addresses the needs of a new work force, composed of both husband and wife working."

Schroeder's 1985 parental leave bill was incorporated into the first family

Continued on Page 3

Mine Workers strike as company refuses to talk

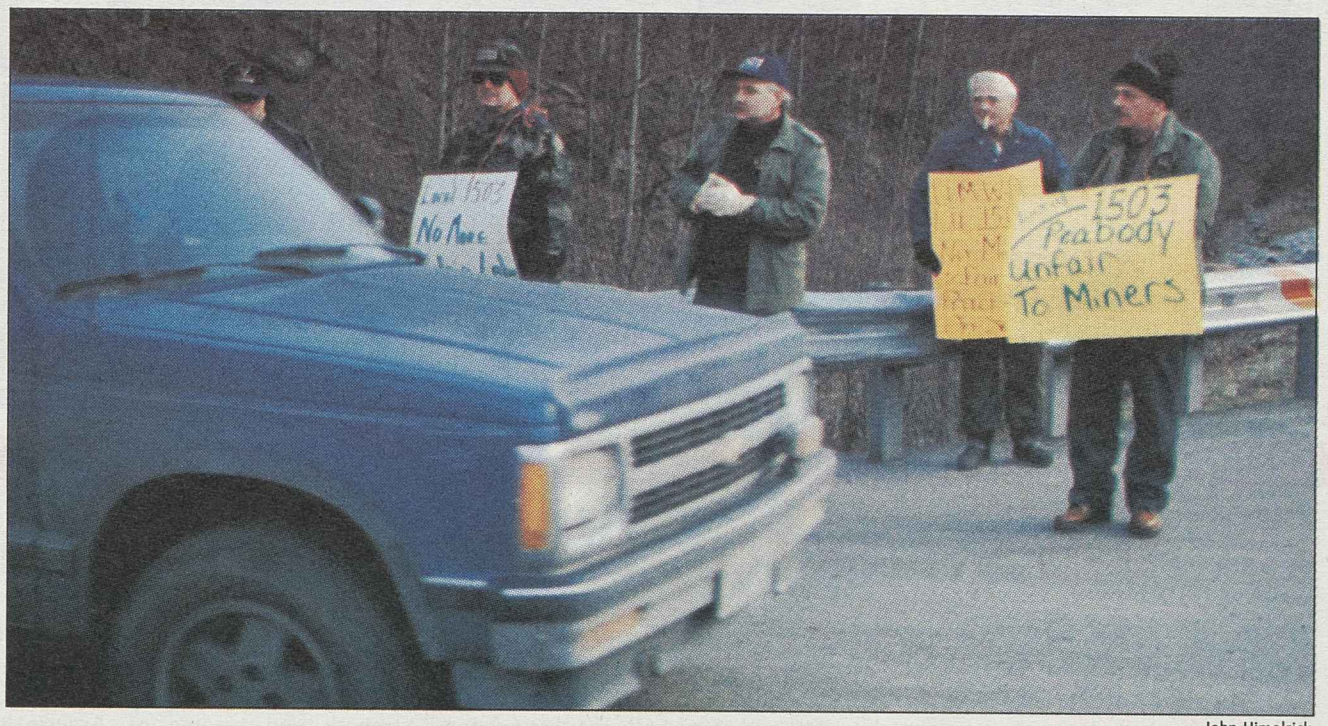
By James B. Parks

The strike by about 7,700 Mine Workers in four states against Peabody Holding Co. entered its third week with no negotiations scheduled.

"For a contract settlement to be reached, both sides — not just the union — have to be prepared to negotiate. Absent that, you don't have collective bargaining, only a collective waste of time," said UMWA President Richard Trumka. Negotiations began Nov. 6, but no progress was made.

The Mine Workers walked out Feb. 2 at 22 sites in West Virginia, Kentucky, Indiana and Illinois in a dispute over unfair labor practices with the multi-employer Bituminous Coal Operators Association.

The workers struck because the operators refused to supply relevant information to the union about the relationships between companies, said UMWA spokesman Jim Grossfeld. A strategic legal decision was made to not yet file formal charges of unfair labor practices, he said.



John Himelrick

Striking Mine Workers watch as management personnel from other mines drive in to work the Peabody mines.

The union is anxious to begin negotiations, said Grossfeld, who indicated two of the key issues will be job security for miners and double breasting by the BCOA companies.

The union said an offer by the BCOA to extend the expired contract for 60 days is acceptable, provided the extension is carried out under a plan the union worked out before the strike with the assistance of the Federal Mediation and Conciliation Service. BCOA negotiators, however, had rejected that plan earlier and did not respond to the union's latest offer, Grossfeld said.

The strike is limited to facilities operated by Peabody, the nation's largest coal producer, and its sister firm, Eastern Associated. Peabody and Eastern are both subsidiaries of Peabody Holding Company of St. Louis, owned by Hanson Holding Co. of New York, which is part of a British firm, Hanson PLC.

Any decision on spreading the walkout to other companies "depends entirely on whether the BCOA companies are prepared to bargain," Trumka said.

Trumka said he was particularly disappointed with the BCOA's refusal to bargain in light of "the major issues facing our members today."

"Today, thousands of UMWA coal miners are seeing the coal companies they've worked years for open new mines and close older mines. But when it's time to fill the jobs at those new mines, those long-term employees are being shut out," Trumka said.

"What we want to bargain for is job security so our members don't see their family's future go up in smoke when coal operators open new mines," he added.

The current contract with the BCOA expired Feb. 1 and covers more than 60,000 miners nationwide.

In a related development, a federal appeals court upheld a ruling forcing coal companies that withdrew after signing a 1978 BCOA contract with UMWA to continue contributing to pension trust funds.

The U.S. Court of Appeals for the Federal Circuit agreed with a lower court that an "evergreen clause" in the 1978 pact obligated all the companies to indefinitely continue pension contributions at rates specified in future industry-wide agreements.

Pittston Co., Pittsburgh and Midway Coal, and A.T. Massey Coal Co. signed the 1978 agreement and later dropped out. The courts rejected their claims that they were released from the contributions because they refused to sign future industry contracts with the Mine Workers.

OCAW bargains oil industry pattern agreement with Amoco

Members of the Oil, Chemical and Atomic Workers are voting on contracts at several oil refineries after the union reached a pattern agreement with Amoco Oil Co. on Feb. 1.

The Amoco agreement, which covers about 4,500 workers at refineries across the country, calls for a $1.95 an hour wage increase over three years, adding to the current weighted average hourly wage of $17.54 for refinery workers.

The first increase, effective immediately, is for 3.5 percent, or 61 cents per hour. The second increase, in February 1994, is for 3.5 percent, or 64 cents; in February 1995, wages go up 3.7 percent, or 70 cents.

"We're satisfied that this agreement advances the interests and welfare of OCAW oil workers during a troubling time, and that we have laid the groundwork during these talks for making tremendous strides forward in protecting the health and safety of our members and their families," said OCAW President Robert Wages.

To promote a safe work environment, Amoco will double the amount of training for members of the union's health and safety committee and develop, along with OCAW, a plan to designate workers to full-time positions as health and safety representatives, Wages said.

Amoco agreed to contribute 80 percent of premium costs for workers' hospital and medical benefits. Companies may offer this plan or make fixed contributions of $20-$25 per month over the term of the contract.

Under the agreement, OCAW workers would receive family leave benefits that exceed those included in the recently passed federal legislation, Wages said, up to 12 weeks unpaid leave to care for a sick family member or for the birth of a child. In addition, OCAW members will get guaranteed accrual of credited company service while on leave, and they will return to the job they were doing when they left, he said.

Wages said he was disappointed Amoco ignored the union's proposal that the industry join with OCAW in pursuing legislation to solve the nation's health care crisis. "Evidently, it's more important to them that they make every effort not to offend the private insurance industry, which is at the core of the problem with our current health care system," he said.

"A truly comprehensive, universal health care program . . . would benefit the oil industry — indeed, all industry — as well as the rest of us," Wages said.

Pattern agreements have been reached at various refineries owned by BP Oil Co., Chevron USA Corp., Shell Oil Co., Ashland Oil Co., Texaco Inc., Texaco Chemical and Star Enterprises.

Negotiations are continuing with three San Francisco Bay-area refineries after OCAW members voted Feb. 12 on a tentative contract with Unocal Corp., covering its refinery there. Some 2,700 Bay-area OCAW workers delayed a planned strike Feb. 2 pending the outcome of negotiations over wage parity, environmental issues and a paid holiday for Martin Luther King Jr.'s birthday.

Workers in Northern California are paid $1.41 an hour less than Southern California workers, the union charges. The targeted Bay-area refineries are owned by Chevron, Shell and Tosco Refining Co.

— James B. Parks

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 4 — MONDAY, FEBRUARY 15, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
William H. Wynn
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Edward T. Hanley
John DeConcini
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Angelo Fosco
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey

Family and medical leave is law

Continued from Page 1

and medical leave legislation in 1986.

The Labor Department has 120 days to issue final regulations to implement the new law. Most of the law's provisions will take effect six days after enactment, except where collective bargaining agreements provide broader provisions than the law requires.

The law, identical to the bill passed last year but vetoed by President Bush, grants up to 12 weeks of unpaid, but job-protected, leave for the birth or adoption of a child, the serious illness of a spouse, child or parent or the worker's own illness. The worker's health care benefits continue during the leave.

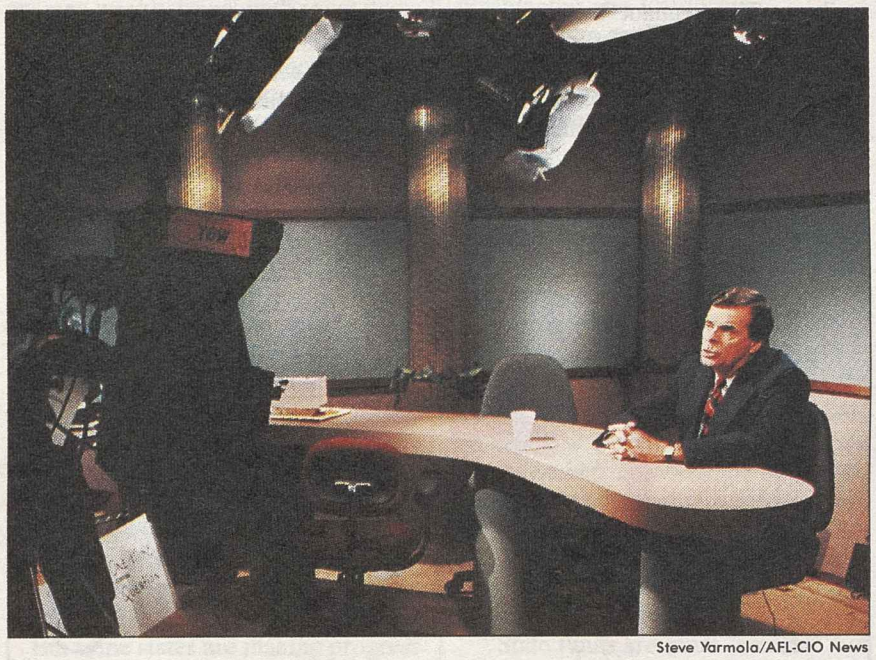
The law applies to companies with 50 or more employees. While that figure exempts about 95 percent of employers, about half of the nation's work force will be covered.

The General Accounting Office estimated the new law would only add about $9.90 a year per worker to the cost of employer-provided benefits.

AFL-CIO Legislative Director Robert M. McGlotten said the new law was "the culmination of careful legislative crafting. . . with the basic protection of job security for workers at a minimal cost to the nation's larger employers."

The House passed its version (H.R. 1) shortly before midnight Feb. 3 by a 265-163 vote after a day-long debate and the defeat of weakening amendments. The Senate measure (S. 5) was passed the following day, 71-27, but not before the bill was held up by a threatened filibuster over an unrelated issue — gays in the military.

A compromise kept the bill from being held hostage, letting it pass the Senate. The House immediately passed the Senate version 247-152 and sent it to the White House.



Steve Yarmola/AFL-CIO News

AFSCME President Gerald W. McEntee responds to questions on the Family and Medical Leave Act during a nationwide AFL-CIO satellite press conference.

"The concept that workers have no rights, except for those extended by management, is dying. This legislation addresses the needs of a new work force, composed of both husband and wife working."

—Rep. William Clay (D-Mo.)

John J. Sweeney, president of the Service Employees, called the family leave law a "significant piece of labor legislation. . . and we expect it to be the first of many important victories for working Americans."

Rep. William Ford (D-Mich.) echoed that sentiment. "This is the first of many things we're going to do to help workers." He indicated that his House Education and Labor Committee would soon take up Workplace Fairness legislation and OSHA reform.

"Hopefully, we move on to more issues involving people: jobs, the economy, health care and families," said Sen. Christopher Dodd (D-Conn.), who introduced the first Senate version of the family and medical leave bill in 1986.

Sen. Edward M. Kennedy (D-Mass.), chairman of the Labor and Human Resources Committee, announced that "Twelve years of neglect and decline for the workers of this country have passed."

Remedy sought for jobs-taking tax break

By Mike Hall

About 1,000 union workers in two states stand to lose their jobs as a result of a federal tax code provision that invites U.S. firms to run away from their workers and communities.

The Acme Boot Co. announced it will close its cowboy and fashion boot factory in Clarksville, Tenn., in June and open a Puerto Rico operation employing 250 people. The plant now employs 800 Rubber Workers.

And Sundstrand Corp. plans to transfer production of radar components from its Brea, Calif. plant to facilities located in Santa Isabel, Puerto Rico, putting some 200 UAW members out of work.

The incentive for such egregious moves is found in Section 936 of the Internal Revenue Service Code, which allows U.S. firms to escape taxes on profits earned in territories such as Puerto Rico, Guam or the Virgin Islands.

U.S. companies receive about $2.7 billion a year in federal tax benefits for their Puerto Rican operations, said Rep. Fortney "Pete" Stark (D-Calif.).

Stark said he will introduce a bill this year similar to legislation he proposed last year to take the tax break away from runaway companies. Backed by the AFL-CIO, Stark's bill would have required the IRS to deny tax credits in the case of runaway plants, unless the Secretary of the Treasury determines that such plants will not adversely affect U.S. employment.

"We support a modification of Section 936 to prevent companies who relocate from the mainland to Puerto Rico from receiving Section 936 tax benefits," said AFL-CIO Legislative Director Robert M. McGlotten.

Acme has denied it is moving the same work done in the Clarksville plant to its new Toa Alta, Puerto Rico, site. But Rubber Workers President Kenneth Coss, disagreed. "URW members in Clarksville have been shipping equipment to Toa Alta for weeks," he said.

"If this turns out to be a 936 plant," Coss said, "it will be just one more clear example of why we must eliminate the Section 936 tax incentive."

URW officials said they would seek the enforcement of a Puerto Rican law that allows those local officials to refuse to waive the corporate taxes if a company's move causes hardship on the mainland. However, local Puerto Rican officials have never refused a tax break for a company relocating there.

Rockford, Ill.-based Sundstrand last May purchased from Westinghouse Corp. a line of radar component parts manufactured in Santa Isabel. The plant employs 175 workers. The company also has manufacturing operations in Singapore.

"If all they are doing is purchasing the Westinghouse plant to continue producing those products, we don't object to that," said an attorney representing Sundstrand's UAW workers. "What we oppose is the transfer of production and jobs from California to Puerto Rico."

Clearly that is Sundstrand's strategy. Published reports indicate that the company already has applied for a tax exemption decree from the Puerto Rican government for the products now being produced in the Brea plant.

Capitol Digest

"Motor voter" legislation (H.R. 2), another veto victim of former President Bush, was passed by the House, 259-160, Feb. 4. The Senate is expected act later this month or early in March. President Clinton has said he will sign the bill.

H.R. 2 allows voters to register by mail or when they apply for drivers' licenses or other permits at various state and federal offices. It also contains stiff penalties against voter fraud. More than 30 states have similar voter registration laws.

"The AFL-CIO has long supported improvements in federal election laws that would increase citizen participation," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members before the vote. "H.R. 2 accomplishes this by establishing a simple, cost-effective means to facilitate voter registration for all eligible voters."

Rep. Al Swift (D-Wash.) introduced the bill noting that figures from the 1992 elections show states with registration procedures such as those in H.R. 2 have increased voter turnout by nearly 7 percent, more than twice the increase in turnout from states without "motor voter" law.

The League of Women Voters estimated the bill could register about 70 million people, or 90 percent of eligible citizens who are not currently registered to vote.

Elsewhere on Capitol Hill:

HATCH ACT — Another long-time AFL-CIO goal, Hatch Act reform (H.R. 20), is expected to win a presidential signature instead of a veto if it makes it through both houses of Congress. The bill lifts many of the severe restrictions on the political rights of three million federal and postal employees.

Support for the Hatch Act appears to be so strong in the House that H.R. 20, already reported by the House Civil Service and Post Office Committee, is expected to be on the suspension calendar on Feb. 23. A bill on suspension moves quickly because no debate or amendments are allowed, but it must pass by a two-thirds margin to win approval.

"The Hatch Act is one of the most ignoble laws ever enacted by Congress," said William Clay (D-Mo.), who introduced the reform bill, which is the same as that passed by the 101st Congress and vetoed.

Similar legislation was passed by the House in three other prior Congresses, and has received bipartisan House and Senate support, but not enough to override vetoes.

ELECTRONIC MONITORING — Legislation to bar the electronic monitoring of employees, supported by the AFL-CIO, was inadvertently left out of the list of legislative priorities that ran in the Feb. 1 issue of the AFL-CIO News.

Strong Canadian laws ban 'replacement workers'

Despite strong business opposition, two Canadian provinces late last year enacted new laws banning the hiring of even temporary "replacement workers" during strikes, among other improvements for unions.

The strong pro-union laws stand in stark contrast to the lack of protections for strikers in the United States, where the Workplace Fairness bills, H.R. 5 and S. 55, have been introduced again after the Senate bill failed last year when supporters were unable to invoke cloture to stop a filibuster.

The Bush administration actively opposed the bills and had promised a presidential veto if Congress approved them.

In British Columbia, the new law allows employers to continue operations with management personnel, but bars them from hiring either temporary or "permanent replacements" for the strikers. They cannot bring in non-union employees who ordinarily work at another company operation.

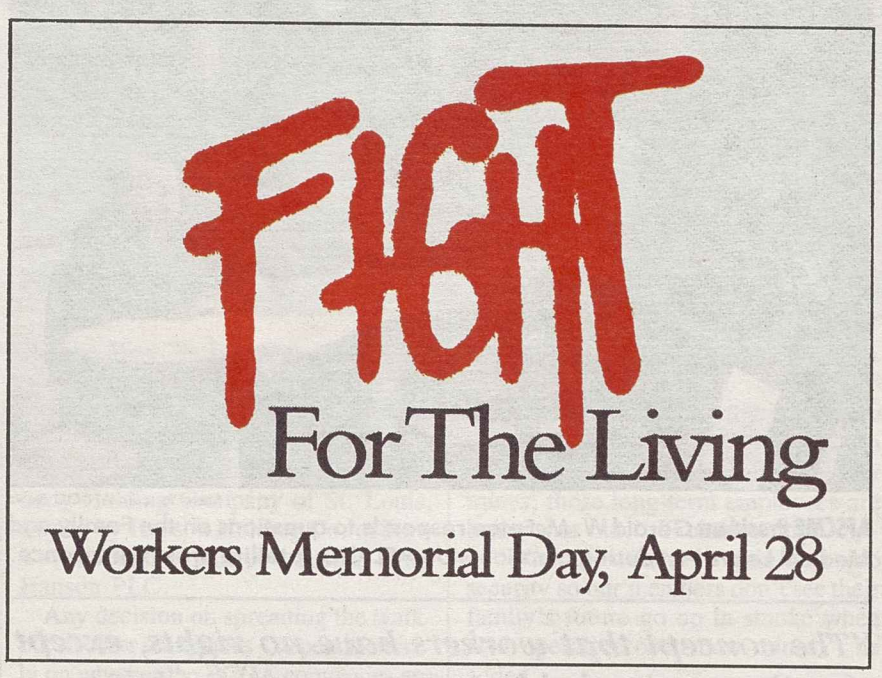
"By prohibiting the use of replacement workers in disputes, the potential for violence and bitterness is reduced and both sides are encouraged to reach a reasonable settlement," British Columbia Labor Minister Moe Sihota said.

The new law also provides for automatic certification of a union when it obtains signed authorization cards from 55 percent of a company's work force. And it requires the purchaser of a unionized company to abide by its predecessor's bargaining agreements.

Finally, according to a statement by the Labor Ministry, the new code restores the freedom to negotiate terms for secondary boycotts in a collective agreement. Workers may bargain language that allows them to refuse to handle products of a struck employer, or bargain for their employer to pledge dealings with unionized suppliers.

In Ontario, the legislature approved a law with many of the same provisions contained in the British Columbia law, but which also prevents the employer from enticing strikers to cross the picket line. A third province, Quebec, banned the hiring of permanent replacements in 1978.

Information kits for Workers Memorial Day, which include camera-ready ads and fact sheets, postcards, stickers and a poster, are available from the AFL-CIO Department of Reproduction and Mailing, Room 209, 815 16th Street, N.W., Washington, D.C. 20006. For general information on events scheduled for April 28, Workers Memorial Day, contact the AFL-CIO Department of Occupational Safety and Health, 202/637-5366.



Clinton rescinds Bush anti-union orders

Continued from Page 1

ban for three years was not enough.

At the time, Kirkland said Reagan "has shown a cold heart and a hard fist, but where indeed is the rest of him? It is one thing to use the full force of government to break a small union of hard-pressed public employees . . . But is it then just and fitting to go out upon the field and shoot its wounded?"

In his rescission statement, President Clinton noted the distinct political intent of the Bush initiative on workplace postings:

"The effect of this order was distinctly anti-union as it did not require contractors to notify workers of any of their other rights protected by the NLRA, such as the right to organize and bargaining collectively. By revoking this order, I today end the government's role in promoting this one-sided version of workplace rights."

The executive order came in the heat of the primary election campaign, when conservative Patrick Buchanan had effectively challenged Bush for right-wing voters. Bush set up an elaborate Rose Garden ceremony attended by the head of the National Right To Work Committee, in which he announced his intention to enforce the 1988 Supreme Court decision in Beck vs. CWA, which held that agency-fee payers did not have to pay a portion of the fee the union uses for certain political and legislative activities.

Clinton's revocation of the workplace postings order does not affect a Labor Department order requiring costly new filing procedures for almost all 35,000 U.S. local unions, the LM2 and LM3 reports.

Bush's Department of Labor announced, then backed away from, the contention that the new LM2 and LM3 requirements were designed to enforce the Supreme Court's Beck decision. That reversal came from apparent recognition that the National Labor Relations Board, not the Department of Labor, is the enforcement authority for the NLRA.

The department nonetheless went ahead with the orders, claiming they were justified in the quest for internal union democracy. Yet the disclosure requirements in place for 30 years include the right of all union members to inspect the current detailed reports.

The Supreme Court decision in Beck affects only those workers who pay agency fees under a union contract, whereas the reporting requirements applied to virtually all union workers in private and public employment.

Bush was the first president to issue an executive order on enforcement of the NLRA. The Johnson administration, for example, specifically declined to bar from federal contracts employers who were known labor law violators on the grounds that both the NLRA and its enforcement through the NLRB were designed to insulate labor law from the political pressure of changing administrations.

The second Bush order, issued 11 days before the 1992 election, actually repealed part of the NLRA by rescinding the right of contractors on federal jobs to enter into "project agreements" with building trades unions, thereby canceling many decades of constructive use of such labor-management agreements.

The executive order barring union project agreements on federal construction projects or on state projects receiving federal funds came after the anti-union Associated Builders and Contractors announced the group would not support Bush's re-election "unless the administration's position changes."

The ABC was angered that the Bush administration's Justice Department had supported project agreements in arguments before the Supreme Court in the "Boston Harbor" case, in which the ABC had challenged project agreements by the Massachusetts water authority.

U.S. Solicitor General Kenneth Starr urged the Supreme Court to uphold the agreements because they ensure stable labor relations and predictable labor costs.

When Bush issued his executive order, the ABC immediately endorsed his candidacy with a vow its members would now "throw their full support" behind the Bush re-election campaign.

The NLRA specifically validates this particular type of collective bargaining, noting that it furthers the interests of all parties. Employees gain the benefits of union representation and stable employment terms; employers gain continuous access to a steady and adequate supply of skilled craft labor at controlled costs; and developers gain the assurance of labor peace and stability during the course of their projects.

"These project agreements have a proven record of achieving harmonious labor-management relations, high productivity and safer working conditions," AFL-CIO Building and Construction Trades Department President Robert A. Georgine said in hailing Clinton's action. "They also have resulted in saving the government literally millions of dollars of taxpayer money."

Laborers' President Angelo Fosco noted that Secretary of Labor Robert Reich described Clinton's action as undoing "past attempts to tilt the playing field in favor of the non-union sector." Now, Fosco said, union building trades workers "look forward to competing for our share of the construction market free from politically-motivated impediments."

The Boston Harbor case, which tests a particular type of project agreement, awaits a decision from the Supreme Court.

Despite the political maneuvering by Bush, his Solicitor General maintained the government's position in favor of project agreements.

AFL-CIO decries effort to muzzle Salvador unions

By James B. Parks

El Salvador must reform its labor laws, rather than attack free speech and free trade unionism, if it expects to retain its U.S. trade privileges, the AFL-CIO said.

In a letter to President Alfredo Christiani, AFL-CIO President Lane Kirkland said the federation was "outraged to learn of a proposal in El Salvador's Legislative Assembly, designed to punish Salvadoran trade union members for speaking out about violations of worker rights in their country."

The proposed law would allow trade unionists to be prosecuted for treason if they "support" the AFL-CIO's petition to have El Salvador's Generalized System of Preferences (GSP) benefits removed. Under U.S. law, goods from certain emerging countries are allowed to enter the United States under reduced duties, but that right is dependent upon the nation complying with internationally recognized worker rights.

"If your country's GSP benefits are terminated, the fault will not lie with your country's trade unions," Kirkland wrote, "but with your government's lack of progress in changing your labor laws to conform with international standards and comply with U.S. law."

The AFL-CIO makes an annual filing with the U.S. government listing the nations it finds are violating international labor standards.

"I urge that you move to reform your labor code, attempt to control the ARENA party campaign to discredit the National Union of Salvadoran Workers and Campesinos and do all in your power to halt the violence against Salvadoran trade union members," Kirkland said.

Haiti abuses reported

Meanwhile, the Haitian government's oppression of workers was condemned by a high-level delegation from the International Confederation of Free Trade Unions during a tour of Haiti.

"Haitian trade unions, as all real unions in dictatorships, are brutally repressed under the de facto government," said Eddie Laurijssen, ICFTU assistant general secretary.

Haitian trade unionists have been killed, beaten, arrested and forced into exile and hiding, the delegation reported. Jesse Friedman, deputy executive director of the AFL-CIO's American Institute for Free Labor Development, was a member of the delegation.

The delegation will recommend that the international labor movement increase solidarity with Haitian workers and press governments to strengthen the Organization of American States' boycott of Haiti by adding strategic materials such as oil, Laurijssen said.

Workers' comp 'reform' bad news for workers

By Candice Johnson

Workers' compensation, a program designed to help workers maimed or killed on the job, is under attack in nearly every state.

Under the guise of reform, some employers and insurers are pressing state governments to cut benefits and limit access and medical coverage for injured workers and their families.

While compensation costs have increased enormously, many commercial insurers "continue to claim they are not getting enough," said James Ellenberger, AFL-CIO benefits specialist.

These for-profit insurers are playing an active role in state legislatures, pressing for limits on employer-paid medical treatment, high deductibles or co-payment plans for workers and, in some cases, a "cost-benefit analysis" that weighs the compensation to an injured worker against the economic costs of business.

While many businesses are facing higher costs and premium rates, workers are encountering reduced benefits, deliberate delays in payments engineered by insurers and employers who under-report or misclassify workers' jobs.

"The growing pressure to 'reform' workers' compensation programs is bad news for workers because it usually results in changes that severely restrict eligibility for benefits or slash benefit levels for injured employees," he noted.

As of July 1992, a worker suffering a permanent total disability would receive maximum weekly benefits as low as $225 (in Georgia) to as high as $755 (in Iowa). Benefits in most states are based on a percentage of state average weekly wage, with some states limiting payments to between four and 10 years, while others authorized payment for the duration of the disabilty or throughout the worker's lifetime.

In Pennsylvania, a proposed 51.8 percent premium rate increase sought by insurers that was reduced to 24.3 percent in October, still represents the "limitless greed" of the insurance industry, state AFL-CIO President Bill George declared.

"Reforms" adopted by the Maine state legislature included a cut in maximum weekly benefits for a totally disabled person from $536 to $441; the elimination of cost-of-living adjustments for surviving spouses and for those permanently and totally disabled; and attorneys' fees to be paid out of the injured workers' benefits, instead of by employers or insurers.

But some states are making progress while preserving the mandate of workers' compensation to protect the interests of injured workers, Ellenberger said. In Oregon, mandatory labor-management safety and health committees, adopted in 1990, have helped to dramatically lower accident and fatality rates, shifting the state from the nation's fourth most expensive program to the 26th, he said.

Joint safety and health committees have been established by legislatures in Tennessee, Minnesota, North Carolina, Washington and California.

Some states are looking to the collective bargaining process to fairly address workers compensation concerns.

In Massachusetts, the Pioneer Valley Building and Construction Trades Council has negotiated an alternative system of dispute resolution that provides benefits to injured workers above the law's requirements at a reduced cost to construction employers.

A similar program was bargained last year by Electrical Workers Local 3 in New York City with employers in the electric industry, based on a self-insured model. The plan cuts employer costs and offers benefits above the state level.

A growing number of legislatures are authorizing the establishment of state-run workers' compensation insurance funds, a move the AFL-CIO strongly supports, Ellenberger said.

"State funds are more 'neutral'" in handling compensation claims, while commercial insurers can tend "to tip the scales against the interests of injured workers," he said. State funds or pilot programs now are operating in six states: Maine, Tennessee, Louisiana, New Mexico, Rhode Island and Texas.

While fraud is often cited by insurers and employers as evidence that benefits are too high, more serious is the growing incidence of actions by for-profit insurers and some employers to cheat injured workers, Ellenberger said.

"There are employers who don't purchase workers' compensation insurance, who understate their payrolls, paying premiums at a lower rate than their workplace injury rate would require, or who misclassify their workers, minimizing the risk of injury. These actions cost workers and taxpayers millions of dollars a year," he said.

Equally unfair are insurers who intentionally delay payments to an injured worker, dragging out procedures in the hopes that the worker will accept a lower payment — often far less than what he or she should receive, he added.

In contrast, the incidence of fraud by claimants has been found generally to be less than 2 percent. A workers' compensation appeals court judge in Colorado found a "fraud rate" among claimants of less than 1 percent.

This unbalanced focus on claimant fraud damages not only workers who have legitimate claims, but employers who are paying their fair share but are finding the system is not working for them, Ellenberger added.

Pro-NAFTA ITC estimates minuscule job gains for U.S.

By contrast, Mexico growth seen soaring

By John R. Oravec

The International Trade Commission conceded in a report to Congress that its analysis of the proposed North American Free Trade Agreement shows any economic gains realized by the United States and Canada would be far surpassed by those realized by Mexico.

Overall, U.S. workers would get the short end of the stick.

The ITC's evaluations suggest that NAFTA's long-term gain in real U.S gross domestic product would be 0.5 percent at the most, while Mexico's real GDP growth could range up to 11.4 percent.

Even under the rosy outlook employed in the ITC methodology, the trade agreement would provide only minuscule U.S. job growth — well under 1 percent, possibly from 35,000 to 93,000 jobs.

But AFL-CIO trade economist Mark A. Anderson cited several studies by private trade analysts who have determined that NAFTA will have a negative impact on U.S. jobs.

Noting that more than 500,000 U.S. jobs already have been lost to Mexican maquiladora plants during the past decade, Anderson said the consensus findings suggest an additional half-million jobs could be shipped across the border if NAFTA is implemented.

The ITC admitted that several major U.S. industries in the Midwest, South and West "would experience losses." Included are automobiles, apparel, flat glass, household appliances and glassware.

After losing his bid for re-election, President Bush joined the political leaders of Mexico and Canada in December to sign the trade agreement. But he submitted no implementing legislation to Congress. Under a fast-track trade negotiation authority, ratification is required by both chambers of Congress.

In its congressional report, the ITC concluded that NAFTA is expected to barely increase real average U.S. wages, by "0.3 percent or less," and up to 0.5 percent in Canada.

While projecting wage gains from 0.7 percent to 16.2 percent in Mexico, the improvement would amount to just pennies an hour. Workers in Mexico's maquiladora plants currently earn $1.25 or less an hour.

Among its wide variations of conclusions, the ITC report concedes that NAFTA would cause real wages of unskilled blue-collar workers to decline, while raising "real wages of union workers and white-collar workers at most by 0.3 percent."

It cited one economic model suggesting that "earnings of low-skilled U.S. workers would fall by approximately $1,000."

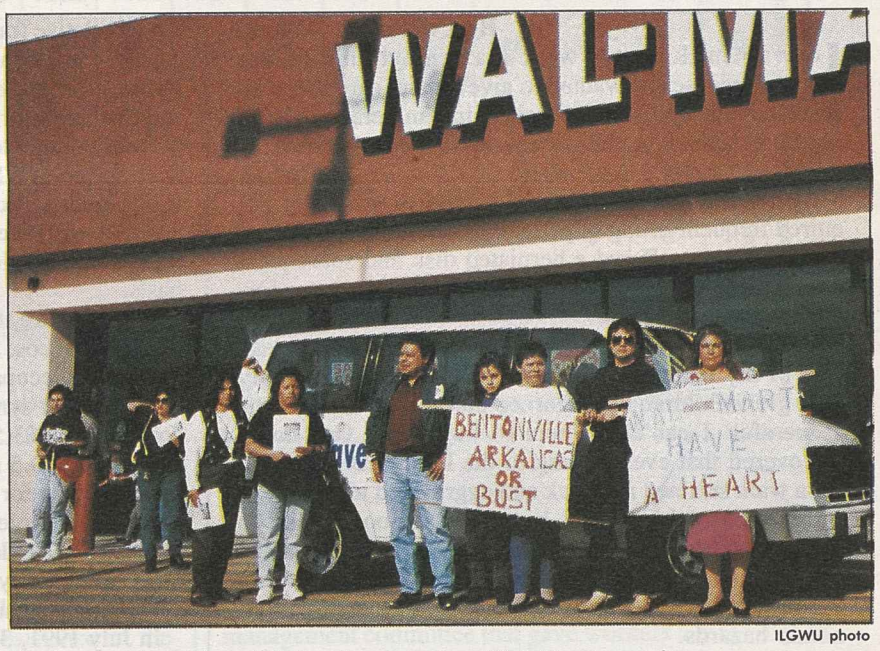
The report acknowledged that the flow of capital investment would provide greater benefits to Mexico's economy, but it contended that it would not have much impact on the U.S. economy.

Anderson warned that outflow of capital would have a severe and long-term impact on needed investment in the U.S. infrastructure.

"NAFTA is a bad agreement for workers of all three countries," he said. "For the United States and Canada, it would result in increased imports from Mexico, greater capital outflows, losses in domestic employment, less job creation, fewer productivity increases and regression in environmental and other social standards."

For Mexico, he said, it could mean sacrificing the prospects of balanced and equitable economic growth.

"Unless the agreement explicitly provides for it, the vast majority of impoverished Mexican workers will see few, if any, benefits," Anderson said.



ILGWU photo

Workers protest illegal firing by a major Wal-Mart supplier.

Garment workers seek justice in trip through Wal-Martland

A group of California garment workers traveled 2,500 miles on a "Journey for Justice" to ask the owners of Wal-Mart to suspend goods shipments from an employer that is violating federal labor law.

The workers, among those fired by Performance Team Freight Systems for seeking a union at their Compton plant, journeyed from Colton, Calif., to Wal-Mart's corporate headquarters in Bentonville, Ark., stopping off along the way at 30 Wal-Mart retail outlets to protest the actions of the company that provides much of Wal-Mart's garments.

The National Labor Relations Board Jan. 12 cited the company with 87 violations of federal law, including the illegal firing of 14 workers and an illegal campaign of fear, coercion and spying on its workers who have engaged in legal union organizing activities.

With the cry of "Have a Heart, Wal-Mart!" the workers demonstrated and distributed leaflets at stores in California, Arizona, New Mexico, Texas, Oklahoma and Arkansas, where they completed the journey Feb. 12.

"These workers were working in modern day sweatshops with no benefits and low wages. Like the generation of immigrants before them they want to make their life better," said Ladies' Garment Workers Regional Director Steve Nutter.

The wages of the mostly female Latino work force averaged less than $4.50 an hour, compared to the average manufacturing wage of $12 in Los Angeles.

The workers began demonstrating Dec. 14 at the Compton plant, calling on Wal-Mart, Sears and K-Mart to stop doing business with Performance Freight. The NLRB ruling in January encouraged them to take their case to Arkansas.

"Luckily, these workers understand their rights and won't back down. It's a hard fight for the workers, but we intend to stand by them," said ILGWU's Nutter.

FOCUS

WORKPLACE SCOURGE

Epidemic rise in cumulative trauma disorders signals need for quick action to protect workers

By Colleen M. O'Neill

Irene Klemick went to work at a Pennsylvania nursing home because she wanted to give quality care to the infirm and elderly. But she became infirm herself, suffering from cumulative trauma injuries that have become the scourge of today's workplaces.

Klemick, a Service Employees member whose job required frequent lifting of patients, often alone because of understaffing, suffered a herniated disk and subsequent tendonitis after struggling by herself to take care of an incontinent patient.

"I will not again wear a crisp white uniform to take care of my beloved residents," she said last fall. "My little grandchildren have learned that their 'Nanny' must be careful: I can't lift them to hug them. One day I discovered that even talking to the little ones when out for a walk strained my neck and aggravated my injury."

Irene Klemick's case is becoming all too familiar to union safety and health experts, who have urged the federal government to promulgate standards to prevent the fastest-growing cause of workplace illness — ergonomic hazards.

A growing danger

Each day, millions of American workers head off to their job site unaware of the hazards facing them each time they strike a keyboard, pluck a chicken, lift a patient or load a grocery bag.

The problem is cumulative trauma disorders, in the form of carpal tunnel syndrome, tendonitis, thoracic outlet syndrome, recurring lower back pain, "tennis elbow," tenosynovitis, Raynaud's syndrome and DeQuervain's Disease.

Any sufferer can describe the shooting pains in the arms, numbness and tingling, aching wrists, stiff shoulders and myriad back and neck woes. But without recognition of the problem from the Occupational Safety and Health Administration, employers and the medical profession, the scourge is likely to spread.

Cumulative trauma disorders made up 61 percent of all reported workplace illnesses in 1991, by far the most pervasive workplace illness. CTDs are counted as illnesses rather than injuries because they develop over time.

Once thought to be primarily the affliction of assembly line workers, CTDs are becoming commonplace in American offices, grocery stores, construction sites, hospitals and nursing homes and anywhere else that the job requires repetitious, identical or awkward movements on a frequent basis.

The costs are staggering. OSHA estimates that back injuries alone cost $16 billion each year. The National Institute for Occupational Safety and Health estimates that carpal tunnel syndrome strikes 23,000 workers a year, costing about $3,500 per person in benefits and rehabilitation — or $80.5 million each year. Those figures do not include costs for tendonitis and other common CTDs.

Elizabeth Dole, then secretary of labor, promised in August 1990 to develop a rule on ergonomics. Since that time, the agency repeatedly has missed its announced deadlines for issuing a proposed rule.

In July 1991, 31 labor organizations petitioned OSHA for an emergency temporary standard — a request OSHA denied last April 20. However, the agency in August opened a comment period for an advance notice of proposed rulemaking, with a comment deadline of this month.

Cutting across industries

Every day another 600 workers are diagnosed with CTDs. According to the most recent numbers from the Bureau of Labor Statistics, CTDs accounted for 223,600 of the 368,300 total cases of reported occupational illnesses in 1991. That 61 percent figure was up from 18 percent of total cases just 10 years ago.

As striking as those figures are, some industries report a near epidemic. Meatpacking plants report an annual rate of 1,493.7 CTD cases for every 10,000 full-time workers, which means that one out of every seven workers in the industry suffers from a cumulative trauma disorder each year. A recent NIOSH Hazard Evaluation estimates that 50 percent of cashiers and 20 percent of poultry workers are suffering from CTD symptoms.

Those whose jobs require lifting and other physical exertions also face great risks. Among janitors, an SEIU survey shows, 75 percent complained of shoulder, neck, back or upper arm pain associated with their daily work activities.

Those who spend their days in an office behind a computer keyboard are not immune — in fact, there are hazards of many different types. For example, the tilt of a keyboard or the angle of the computer screen, the need to look at material being entered or to answer the phone, the height of an operator's chair — all are potential sources of CTDs.

A study of 9,127 Communications Workers employed as operators, service representatives, clerical VDT operators and technicians showed that 34 percent have experienced severe disorders.

The Newspaper Guild concluded in a November paper that "our members are hurting, by the thousands." When surveys from half of the TNG locals are projected to the entire membership, the union said "almost 40 percent of the members who use video display terminals are affected."

TNG Research and Information Director David J. Eisen told a symposium of the urgency for public information, education, awareness and regulation, noting that "the sudden loss of a worker's hand to a machine is not likely to evade the industry statistics, but the gradual loss of a hand's use to a keyboard may remain an untold tale."

Those in the construction industry face similar dangers through frequent exposure to poorly designed tools, excessive need for lifting and the physical limitations of work areas. A recent survey by the AFL-CIO Building and Construction Trades Department found that more than 70 percent of the construction workers surveyed had experienced lower back pain during the past year — and that 20 percent had missed work as a result.

Respondents described a variety of symptoms involving the neck, wrist, hand, knee, ankle and upper back, and identified prolonged positions, awkward postures, overhead work and heavy work as related to their symptoms, the BCTD said. Likewise, exposure to vibration — as in the form of powered hammers, grinders and sanding machines — is a significant ergonomic hazard for construction workers.

The case for regulation

The skyrocketing number of CTD cases points to the overwhelming need for OSHA to step in and regulate ergonomic hazards in the workplace. Trade unionists have led the effort to convince the agency of the need for a standard.

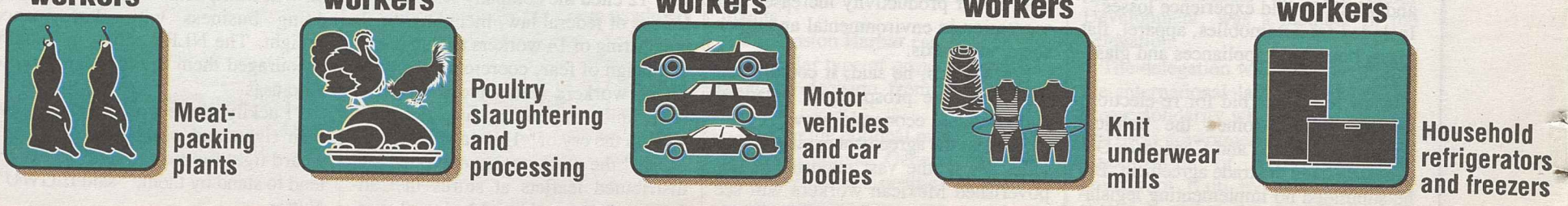
"The expertise in the labor movement on this subject is really impressive," said Lynn Rhinehart, a specialist in the AFL-CIO Department of Occupational Safety and Health. "Unions have led the way in bringing attention to the problem of CTDs and pushing for changes in the workplace to prevent new cases.

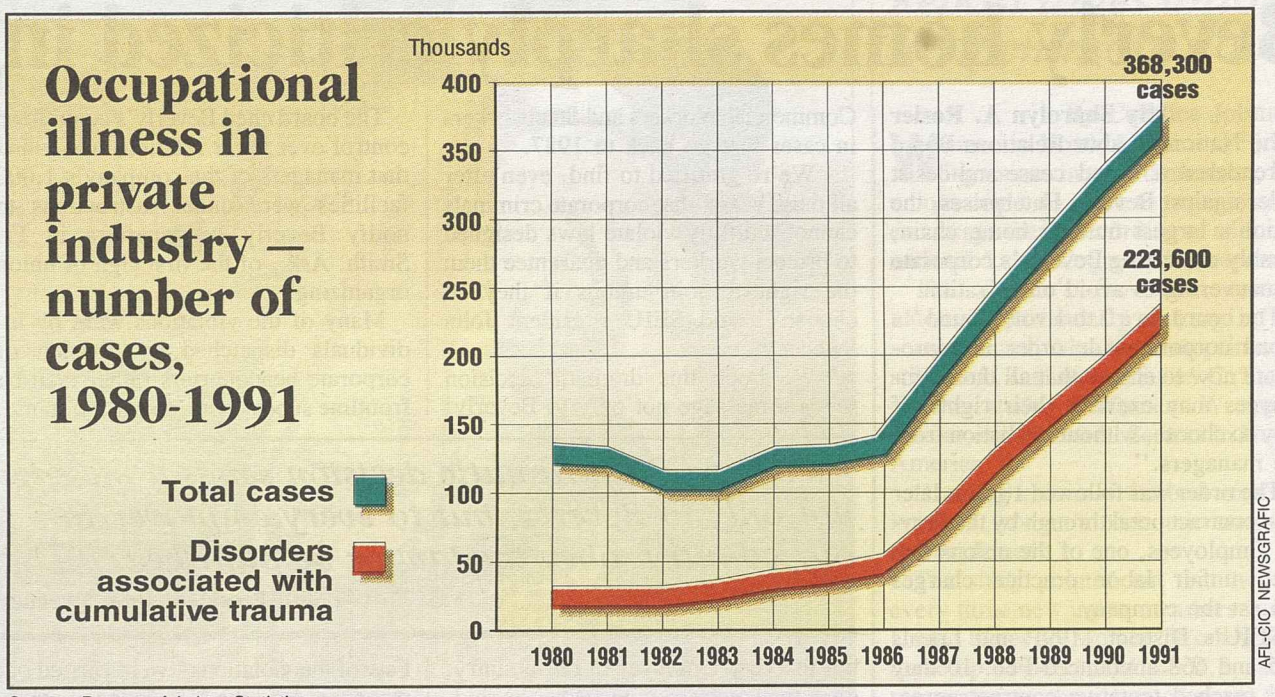
"Now we have to show OSHA how the standard must be written," she said.

In comments to OSHA, the AFL-CIO urged the development of a standard that includes records assessment, job analysis, medical management, reporting standards and control measures, as well as worker training and education.

In addition, workers should be involved in all phases of the development and enforcement of a standard, which should have broad, inclusive coverage that cuts across all industries, the federation said.

Highest illness rates for CTDs by industry, 1991





Source: Bureau of Labor Statistics

Percent distribution of reported occupational illnesses

By category of illness, private industry, 1980-1991

Category	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Total illness cases	100	100	100	100	100	100	100	100	100	100	100	100
Skin diseases or disorders	43	41	40	37	34	33	30	28	24	22	18	16
Respiratory conditions due to toxic agents	9	9	8	7	9	9	9	8	7	7	6	5
Disorders due to physical agents	10	9	8	8	7	7	7	7	7	6	6	5
Disorders associated with cumulative trauma	18	18	21	25	28	29	33	38	48	52	56	61
All other occupational illnesses	21	23	23	23	22	21	21	19	14	13	14	14

AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

"Workers in all industries face ergonomic hazards and are contracting CTDs," the AFL-CIO told OSHA. "Ergonomic hazards and CTDs cut across industry lines, and workers in all industries need the protection afforded by an ergonomics standard."

International unions echoed the concern of the federation.

"Cumulative trauma disorders have become the most critical job health and safety issue for the workers we represent," the Food and Commercial Workers told OSHA. "Meatpackers and poultry workers have the highest incidence of these disorders in the nation, with supermarket cashiers and footwear workers right behind them."

The apparel industry incorporates several common work practices that create an environment ripe for the development of CTDs, the Ladies' Garment Workers explained in their comments to OSHA.

"Almost all of the production jobs in the apparel industry involve extremely repetitive work, with very short cycle times. Most workers are trained in only one or two job operations, and perform the same operation throughout the course of a workday, and often, throughout the course of a worklife."

In addition, the ILGWU said, the piece-rate system forces workers to speed up production and cut down on rest breaks — thus the compensation system means workers who already are suffering from CTDs often are unable to take mitigating steps because they cannot afford the cut in pay.

SEIU said it supports the development of "a generic standard which covers all industries. The standard also should include industry-specific provisions as necessary."

Who knows better than workers?

Trade unionists have stressed the absolute necessity for two of their recommendations for an ergonomic rule — genuine worker involvement in all aspects of the ergonomic program and a system for early reporting of CTDs, symptoms and risks without fear of reprisal.

Worker involvement is key, unions say, because who knows the job better than the people doing it every day? While ergonomists and scientists and employers and OSHA employees have obvious qualifications, the experts — and the source for many ideas — are the workers themselves.

Early reporting of symptoms without fear of consequence is important for early medical treatment and prompt correction of ergonomic hazards. By its very definition, cumulative trauma disorder is the sum of days, months and years of repetitive motions, so the earlier treatment or abatement has begun, the better the result.

Instead of early reporting, some companies have gone out of their way to discourage reporting.

One nursing home firm in Pennsylvania instituted "Safety Bingo" to encourage workers not to report injuries. The grand prize was a 19-inch color television. As bingo number was drawn each week there was no reported injury, but the cards were thrown out and the game had to start all over if an injury was reported. SEIU filed a grievance and the game was eliminated.

In another case reported by UFCW, Red Wing Shoe introduced "Safety Bucks," a bonus in the form of fake money given to hourly employees in the departments with the lowest number of recordable injuries and illnesses. The money is accepted at participating merchants in the town of Red Wing.

In the two years since the company began the program, the number of reported CTDs has declined — but the workers admit the contest causes underreporting of early symptoms.

Unions have urged OSHA to prohibit such contests as part of the ergonomic standard.

Despite the mounting nationwide problem, some companies have taken action, often at the insistence of the unions, to address ergonomic hazards.

One such company is Sara Lee, which has been cited repeatedly by OSHA for ergonomic hazards at many of its facilities. Last fall, the company told The Wall Street Journal that "if we made any errors in setting up our program, it was not involving our union early enough."

Prevention program pays off

Workers at a Sara Lee bakery in New Hampton, Iowa, represented by the Bakery, Confectionery and Tobacco Workers, coordinated efforts with the bakery management to nearly eliminate carpal tunnel syndrome and other cumulative trauma disorders.

In 1991, workers missed 181 days due to CTDs — but only eight days in the next seven months, a 93 percent reduction after corrective work practices were initiated. In addition, the company says its preventive approach leads to savings of $750,000 a year in compensation and lost work time.

Union and company officials credit a joint labor-management committee that gave workers a real voice in ergonomic matters as the overwhelming key to a successful program — the same kind of input the unions are asking OSHA to make a part of an ergonomic standard.

"Cumulative trauma disorders caused by poor job design have reached epidemic levels, so it is critical that OSHA move quickly to issue an ergonomic standard," said AFL-CIO Occupational Safety and Health Director Peg Seminario. "It should be at the top of the Clinton administration's list in the area of safety and health."

The standard can't come soon enough for Joan Lichterman, another CTD victim who was crippled by work on a computer keyboard. Her bilateral carpal tunnel syndrome and related disorders leave her "very limited, able to do little for a very short time."

In testimony before the Senate last year, the newspaper editor urged an immediate ergonomic standard. After all, she asked, "Of what use are hands if you can't use them?"



Beverly homes sharply criticized in NLRB order

By Sharolyn A. Rosier

The National Labor Relations Board rendered a broad cease-and-desist order against Beverly Enterprises, the nation's largest nursing home chain, harshly criticizing Beverly's corporate maneuvering to avoid unionization.

The board, in a 2 to 1 vote, found "a broad corporatewide order is appropriate now to ensure that all those employees may exercise their rights, if they so choose, without retaliation from the managers."

The order was followed 10 days later by a contract breakthrough by the Service Employees, one of the unions that filed unfair labor practice charges against the company.

SEIU's District 1199P and Locals 585 and 668 announced Feb. 10 they had reached tentative contract agreements covering 1,500 workers at 18 Beverly nursing homes in Pennsylvania. The union said many of the unfair labor practice charges it filed were against those homes.

The NLRB ruling upholds a 1991 decision by an administrative law judge on charges filed by the SEIU, UAW, Communications Workers, Food and Commercial Workers and Steelworkers in cases that go back to 1987.

"We're gratified to find, even after all these years, that corporate criminals cannot willfully violate laws designed to protect workers and guarantee them the right to join unions if they so choose," said SEIU President John Sweeney.

"We hope this dramatic decision sends a message not only to Beverly, but to every employer in our country: obey the law or be punished," he said.

"We hope this dramatic decision sends a message not only to Beverly, but to every employer in our country: obey the law or be punished."

— SEIU President John Sweeney

The board found 120 violations during organizing drives at 33 facilities. The violations included unlawful threats and interrogations, surveillance of union activities, promises or grants of benefits to deter unionization, and failure to bargain in good faith at 15 facilities where unions had won bargaining rights.

The board cited Beverly's centralized control over labor relations and found that managers of the company's 1,000 facilities were under instructions to notify Beverly headquarters in Ft. Smith, Ark., of the first sign of union organizing.

Many of the violations were by individuals dispatched by division or corporate headquarters rather than by frontline supervisors, the board found. Few of the violations "were carried out without at least the knowledge of managers above the facility level, if not their direct involvement and approval."

The case was a consolidation of more than 20 separate cases against the nursing home chain. It is the largest case pursued by the board since its 1978 complaint against J.P. Stevens and Co.

Another case, "Beverly II," remains before the board. It covers an additional 26 labor law violations committed by the company since the original cases were consolidated.

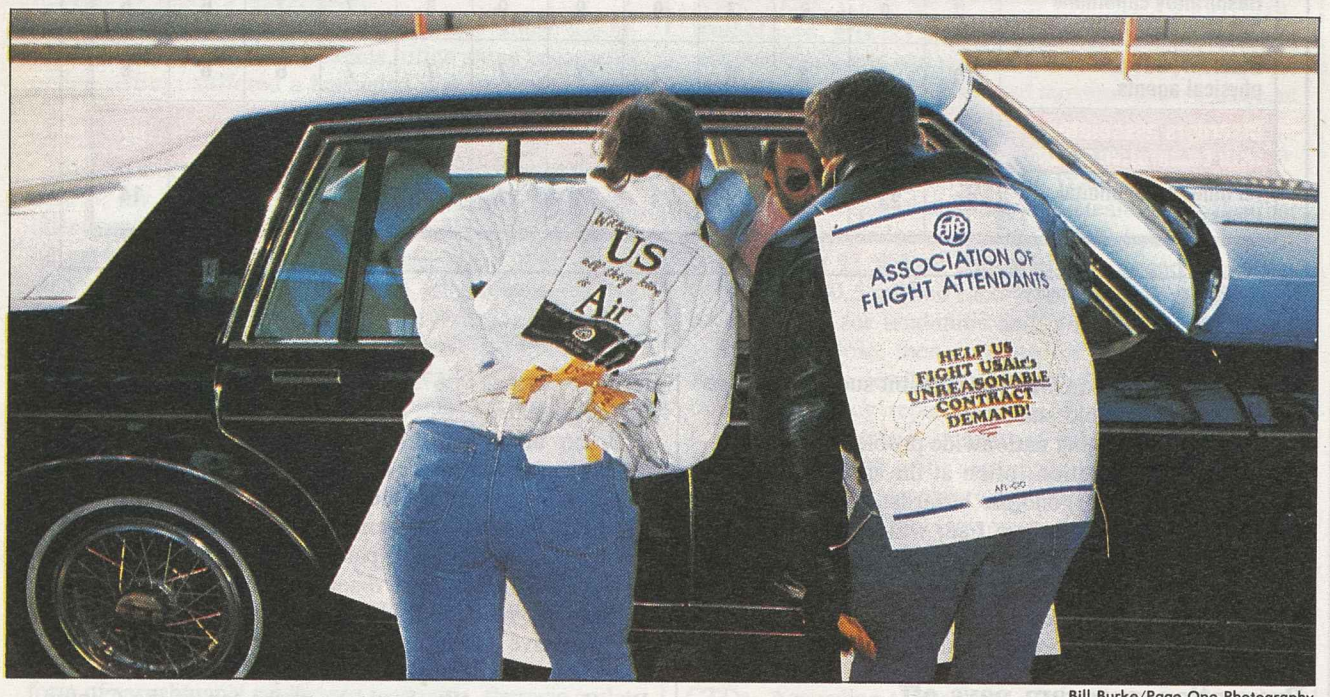
If the NLRB prevails in "Beverly II," a District 1199P official said, the unions may be granted special access to workplaces, including the opportunity to offset the company's habit of conducting "captive audience meetings" to intimidate employees during union campaigns.

While it was unclear to what extent the ruling affected the contract breakthrough, District 1199P President John August said the parties were "engaged in such intensive bargaining that any variable could have some effect."

The tentative contract agreement would provide $1.40 in wage increases over the life of the contract and upgrades in health care benefits. The company also agreed to begin setting aside 5 cents per hour per employee in the second year of the contract and 10 cents in the third year while it studies the feasibility of establishing a pension plan for its employees.

Other improvements would include increased sick leave and vacation payments.

AFA breaks 3-year deadlock at USAir with tentative pact



Bill Burke/Page One Photography

Flight Attendants Gail Lawson, left, and Rick Poloway explain to a patron at Baltimore-Washington International Airport that they are seeking public support in negotiations by tagging baggage with "USAir Depends on US" tags. Five days later, the union reached a tentative new pact.

Following nearly three years of negotiations, the Flight Attendants reached a tentative settlement with USAir covering 9,000 attendants.

The 45-month-long contract must be ratified by the union's USAir master executive council and by AFA members. The AFA will outline contract provisions and answer attendants' concerns in a series of presentations to be held at USAir attendant bases.

The proposed contract was reached with the help of federal mediators, who had been meeting with both sides since 1990. Attendants have been working under the terms of the agreement that came open for negotiation in 1989.

USAir reached agreements with the Air Line Pilots last May, for about 3,000 pilots, and with the Machinists last October, following a six-day strike. The IAM represents about 8,000 mechanics and clerks.

ALPA and IAM members agreed to some wage reductions and work rule modifications in exchange for company stock and profit-sharing.

UAW charges Caterpillar refuses to bargain, restricts speech

By James B. Parks

The National Labor Relations Board is expected to begin hearings soon on complaints against Caterpillar Inc. for refusing to bargain in good faith and for restraining freedom of expression.

The complaints, issued Dec. 31, cited 23 instances in which the company violated federal law by prohibiting workers, represented by the UAW, from wearing buttons or displaying insignia.

The NLRB also said management denied workers the right to representation by halting compensation to 29 elected UAW committee members, refusing to recognize them and not allowing them to represent union members in grievance proceedings.

The full-time committee members historically maintained offices inside Caterpillar plants and worked with management and union members to administer the grievance procedure, resolve work-related problems and address health and safety concerns.

The freedom of expression complaint charges Caterpillar with unlawfully preventing workers from displaying statements such as "Contract Action Team," "Loyal UAW Member," and "We Will Win With Solidarity."

Meanwhile, about 300 UAW members picketed an exhibit of Caterpillar products Feb. 3-4 at a construction industry trade show in Detroit.

Caterpillar management's "frontal assault on their organized work force...destroyed six years of a cooperative spirit that led the corporation to the top of the heap," Jay Roberts, president of UAW Local 786, told the picketers.

As part of its corporate campaign aimed at convincing the company to engage in good faith negotiations, UAW supporters have picketed Caterpillar dealers in eight states and passed out leaflets at trade shows.

Meanwhile, continued financial losses at Caterpillar point up the need for a labor agreement and call into question management's refusal to bargain, the union said.

"The sad fact is, in the face of massive evidence to the contrary, management thinks they can impose a lower standard of living and draconian working conditions on their work force, and somehow get improved productivity, high quality and an enhanced reputation for their products in return," said UAW Secretary-Treasurer Bill Casstevens.

"One thing is clearer than ever: the company, the UAW-represented work force, and all others affected...need the stability that only a signed, mutually agreeable labor contract can provide," said Casstevens, who directs the union's Caterpillar department.

Caterpillar, which reported a $2.4 billion loss for 1992, imposed its final contract offer in April after some 12,600 workers recessed a five-month strike.

Inbrief

Unions sue Philips over retiree cuts

The Electronic Workers, Electrical Workers and Flint Glass Workers jointly filed suit against North American Philips Corp. after the company announced it has unilaterally modified medical and dental insurance for retirees and reserved the right to discontinue future coverage.

The federal lawsuit, filed Jan. 15 in the Eastern District of Kentucky, charges that changes in North American Philips' employer-provided insurance coverage violate the company's collective bargaining agreements with the three unions as well as violating the Employee Retirement Income Security Act (ERISA).

The IUE recently filed a similar suit against Unisys Corp. when the company announced it would begin to phase out retiree health care payments over the next three years.

Unions blame the problems facing retirees at Philips, Unisys and other U.S. companies on the nation's failure to control runaway health care costs.

Another cause is a change in a Financial Accounting Standards Board rule that now requires companies to account for health care costs of retirees on current balance sheets.

"Pressure to make more money results in companies cutting retirees' benefits rather than showing them as a liability," said IUE President William Bywater.

Willow Run jobs win court reprieve

A Michigan court has ruled that General Motors Corp. cannot close its Willow Run auto production plant, effectively halting the company's plans to move the operations to Texas.

The ruling "holds the corporation responsible for the commitments they made to the Willow Run community in exchange for tax abatements," said UAW Vice President Stephen P. Yokich.

"On too many occasions, local governments and communities have been held hostage by corporations demanding tax breaks in exchange for the promise of job creation," said Yokich, who called for federal legislation to stop the abuse of tax abatements.

Washtenaw County Circuit Judge Donald Shelton ruled that, by accepting $1.3 billion in tax abatements, GM was bound by the principle of promissory estoppel — that there was a reasonable understanding the company would keep the plant open.

Some 4,500 UAW members work at the plant in Ypsilanti, Mich., producing Chevrolet Caprice sedans and some Buick and Oldsmobile models. GM had announced it would shut the plant after the 1993 model production run and move the operations to Arlington, Texas.



Karen Keiser/Washington State AFL-CIO

A monument is being built to honor workers who, during World War II, helped build one aircraft escort carrier a week at the Kaiser shipyards in Vancouver, Wash. Mike Malloy, a Carpenters apprentice, is among the members from 13 unions and labor organizations building a three-story viewing tower to commemorate the shipbuilding feat. Unionists donated about $40,000 in labor and another $4,000 in cash to build the monument.

Bloodborne pathogens rule upheld in court

A federal appeals court agreed with AFSCME and the Service Employees in upholding most of the Occupational Safety and Health Administration's standard on bloodborne pathogens.

The American Dental Association has challenged the rule shortly after its promulgation last year, arguing among other things that the rule went too far in requiring dental offices to follow universal precautions such as providing gloves and other protections.

The U.S. Court of Appeals for the 7th Circuit upheld the standard as it applies to dentists and told OSHA to clarify provisions relating to home health care.

U.S., Canada labor women show strides

Report urges unions to open more doors

By Candice Johnson

Women in North America are joining unions in record numbers, but unions could do more to organize and encourage them, according to an International Labor Organization report.

The women's movement toward unions is particularly striking in the service sector, where women primarily still work, said author Susan C. Eaton in the study, "Women Workers, Unions and Industrial Sectors in North America."

"Joining unions is the best route to improve women's economic status," she explained.

The study pointed out that two of every three new union members in the United States are women. Women now make up 37 percent of the U.S. labor movement — about two of every five union members — and 39 percent of the Canadian union membership.

But Eaton pointed out that only 14 percent of U.S. women are union members and recommended that unions develop organizing, training and operating strategies to respond to women's economic and workplace concerns as women increase their labor force participation.

While women have made progress in gaining union leadership positions at local and regional levels in the United States, "women still have a long way to go," Eaton said, listing among international U.S. union female leaders only AFL-CIO Vice Presidents Lenore Miller of the Retail, Wholesale and Department Store Union and Joyce Miller of the Clothing and Textile Workers.

Eaton added that the ILO report demonstrates "that unions present a greater opportunity for women's leadership and involvement than many other social and political institutions."

"Unions could do more"

Joyce Miller, who heads the Coalition for Labor Union Women, said that "American unions certainly could be doing more," but agreed with Eaton's assessment that the record of the U.S. labor movement on women "is as good, if not better" than other U.S. institutions. "Certainly, we want more women in leadership positions, but the ILO report did not give a completely accurate picture of the number of women now holding top offices."

She pointed out that women also serve as top officers — president or secretary-treasurer — of several other unions, including the Communications Workers, Flight Attendants, Musical Artists, and at other unaffiliated unions of the federation.

Nearly every union has female vice presidents and council members and women hold top positions in the AFL-CIO state federations, Miller said.

Since 1974, when the Coalition of Labor Union Women was founded, women trade unionists have made progress — both in winning leadership roles and in focusing attention on issues once labeled "women's concerns," Miller said. "But we want more."

In Canada, women have a higher level of participation in leadership positions, holding about one-fifth of the executive board seats on the Canadian Labour Congress, the study found.

SEIU local boosts New York building workers

By Sharolyn A. Rosier

More than 30,000 building service workers prevailed in a contract battle with the building owners of swank New York City real estate.

Represented by Service Employees Local 32B-32J, the workers won a contract that improved wages and benefits without conceding any of the 12 employer giveback demands, including a demand for unlimited reductions in force.

"The keys to our success were the overwhelming support of the members, who gave us their unanimous authorization to conclude with a contract or call a strike, and our thorough preparations," said Local 32B-32J President Gus Bevona.

"We organized and trained an army of strike captains, set up strike headquarters in each of our eight districts and kept constant pressure on the employers through a public information campaign," Bevona said.

The union used two public relations firms and ran full-page ads in every major newspaper in town, as well as in the minority newspapers.

Effective Jan. 1, 1993, the three-year contract guarantees a wage increase of $8 each week the first year and $12 the last two years of the contract. The average salary of the workers would rise from the current $13.50 an hour to $14.31 after three years.

Other economic improvements include an increase in pension contributions from $600 to $650, a $38 increase in benefit fund contributions by employers and an increase in meal allowances from $10 to $12. The union also successfully maintained 100 percent employer-paid benefits.

The real estate barons had pointed to the weak economy and insisted on a need to reduce the work force. But the contract permits employers to reduce force by not more than 5 percent in each of the first two years of the contract. Any employee laid off can receive up to 22 weeks severance pay, depending on their years of service.

New York is plagued with its highest unemployment rate in 25 years — 13.4 percent, according to the Bureau of Labor Statistics. The union explained to employers and the public that such high unemployment rates erode the city's tax base and provide "no relief" to workers, employers or the city.

Other contract provisions include up to three months medical leave for workers with two or more years service who are out on disability or workers' compensation and the replacement of damaged tools.

"Negotiations are always difficult but the economic climate and the vacancy factor in New York's real estate market made these negotiations by far the most challenging ever," Bevona explained. "In any negotiation, the goal is not only to improve wages and benefits but to keep what you have already and we succeeded in doing that."

The union's survey results show 96.6 percent of the membership voted in support of the contract.

Pay advantage at 32% for unionized workers

'92 wage gains double despite recession

By John R. Oravec

Even with the economy continuing to sputter in 1992, unionized workers reaped pay raises more than double those of non-union workers to widen the union advantage in median weekly wages to $134 from $122 in 1991.

According to data compiled by the Bureau of Labor Statistics, weekly pay for union workers rose by $21 to $547, while the non-union pay edged up just $9 to $413.

That put the union pay advantage at 32 percent. On an annual basis, the difference in median earnings works out to nearly $7,000, the BLS survey of U.S. households showed.

The government's earnings data do not include the additional value of employer-paid benefits, which have been running nearly double for union workers over non-union workers. In March 1992, the union benefits package averaged $7.46 an hour — about 90 percent more than the $4.01 an hour in benefits non-union employers provided.

Citing the improving rewards of collective bargaining, AFL-CIO economist John Zalusky said, his calculations show that "the monetary return on a union card is 18 times the average cost of union dues."

Union members fared better in just about every job category, in both blue-collar and white-collar jobs, including the executive, managerial and administrative positions.

Here are some examples of the advantage of a union contract that BLS found in its 1992 survey covering workers age 16 and older:

- Male union members averaged $106 a week more than their non-union counterparts, increasing their advantage by $13 over the year.
- Union women earned $123 more than non-union females and were even paid more than non-union men.
- Among white workers, those with union cards earned $142 more than those without.
- For African-Americans, the union edge was $146 a week, while Hispanic-American union workers earned $178 more a week.

Among blue-collar workers, union construction trades workers earned median weekly wages of $698, compared with $417 for non-union employees, for a union advantage of $281.

In other major industrial sectors, the union advantage was to $115 in transportation and public utilities; $106 in wholesale and retail trades; $100 in government jobs; and $64 in manufacturing.

Among precision production workers and certain skilled crafts, the union advantage was $183 a week. For union machine operators, assemblers and inspectors, it was $166 more a week. For union laborers and helpers, the edge was $188 a week.

The BLS study showed that 16.4 million American workers were members of unions in 1992, or 15.8 percent of the labor force. Union membership declined by about 180,000 over the recession year as mass layoffs took their toll.

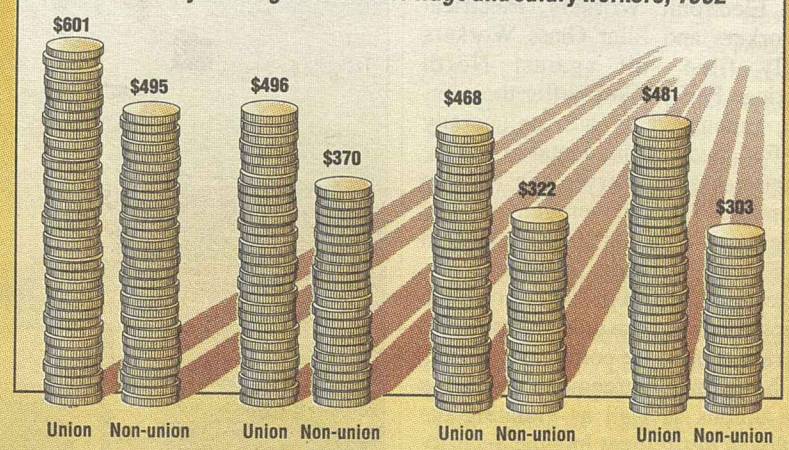
About three-fifths of the unions members, some 9.7 million, were in private industry, with the remainder in federal, state and local government jobs.

Overall, 18 percent of full-time workers and 7 percent of part-time workers were union members in 1992.

Significant statistics

Union advantage

Median weekly earnings of full-time wage and salary workers, 1992



Source: Bureau of Labor Statistics

The value of a union card was worth $134 more a week in 1992 as the average weekly wages of organized workers rose to $547, a 32 percent advantage over non-union pay of $413. Union members fared better in just about every job category, according to the Bureau of Labor Statistics. For example, the weekly union advantage was $281 in construction, $183 in skilled crafts, and $188 for laborers and helpers.

Unemployment rate	
January	7.1 percent
Jobless workers	9 million
Productivity	
1992	+2.7 percent
Real hourly pay	+0.7 percent
Construction spending	
December	-0.4 percent
1992	+5.9 percent
Leading indicators	
December	+1.9 percent
Durable goods orders	
December	+9.1 percent
Business failures	
1992	96,836
1991	88,140

AFL-CIO NEWSGRAFIC

Jobless rate masks plight of unemployed as Clinton maps remedies

With a half-million discouraged jobseekers dropping out of the labor force, the nation's unemployment rate eased from 7.3 percent to 7.1 percent in January as the Labor Department's two key surveys brought a murky picture of the employment situation.

While payrolls expanded by 106,000 in the establishment survey, total employment declined by 240,000 in the household survey to leave more than 9 million officially unemployed, the Bureau of Labor Statistics reported.

On top of that, 6.1 million workers were in part-time jobs because of the lack of full-time work and 1 million discouraged workers have given up the futile hunt for jobs, AFL-CIO chief economist Rudy Oswald pointed out. With 16.2 million affected by the dearth of needed work, Oswald said the nation's true unemployment rate is 10.3 percent.

President Clinton, noting that January's official 7.1 percent jobless rate is "higher than it was at the bottom of the recession" in March 1991, said he will ask Congress to extend for seven months the current emergency unemployment benefits program that is due to expire March 6.

"There are still millions of Americans who want to go to work to support their families, but they can't find jobs," the president said.

Besides providing an additional 26 weeks of federal UI benefits for the long-term jobless who have exhausted their regular state assistance, the proposed extension program would expand jobs-search services.

Labor Secretary Robert B. Reich said the new program would "better link workers to the skills which will be in demand by tomorrow's workplace."

With the jobless rate stuck above 7 percent for 14 months, Oswald said the January employment figures confirm that the nation's economy is stifled by a weak recovery.

"Since the technical end of the recession in March 1991, employment has risen by less than a half-million jobs," Oswald said in noting that the pickup in jobs is anemic compared with earlier upturns. Employment grew by 4 million during a comparable period after 1975 recession and by 6 million after the 1982 recession.

"There are still millions of Americans who want to go to work to support their families, but they can't find jobs."

— President Clinton

Although employment has expanded by 1 million in services and 144,000 in government since the start of the so-called recovery, Oswald pointed out that 890,000 jobs have been lost in manufacturing, mining and wholesale and retail trade.

In January, BLS said manufacturing jobs expanded by 34,000 but 41,000 construction and mining jobs were lost. Retail trade jobs grew by 69,000 while 24,000 jobs disappeared in services and government.

BLS data showed that jobless rates in key industries were: construction, 14.3 percent; wholesale and retail trade, 7.9 percent; mining, 7.8 percent; and manufacturing, 7.3 percent.

Jobless rates in seven major industrial states exceeded the national average: California, 9.5 percent; New York, 8.5 percent; Massachusetts, 8.2 percent; both Florida and Texas, 7.8 percent; Pennsylvania, 7.5 percent; and New Jersey, 7.4 percent.

New York City's jobless rate surged by more than 2 points to 13.4 percent, the highest in 25 years.

In other economic reports:

- Productivity in the nonfarm business sector rose 2.7 percent in 1992, the strongest gain in 20 years, BLS said.

But workers did not fully share in the benefits from the advance. While boosting the national output 2.2 percent, their hours were cut by 0.5 percent and real hourly compensation edged up just 0.7 percent. The result was that unit labor costs rose only 1 percent, the smallest increase since 1964.

Manufacturing workers made the biggest contribution with productivity rising 3 percent while their hours were slashed 0.9 percent and real pay cut 0.5 percent. Unit labor costs for factory workers declined 0.5 percent.

- The Commerce Department said its index of leading economic indicators jumped 1.9 in December, the best gain in nearly 10 years. The LEI rose 0.7 percent in November and 0.5 in October. Nine of the 11 key indicators were up in December.
- Construction spending rose by 5.9 percent in 1992 to $425.8 billion, despite a 0.4 percent dip in December, the Commerce Department reported.

Increases in single-family home building and hospital construction more than offset declines in apartments, office buildings and industrial facilities.

- Durable goods orders rose 9.1 percent in December after declining 1.6 percent in November, the Commerce Department said. For the year, the big-ticket factory goods advanced 4.1 percent, the best gain since 1988.
- Business failures reached a record 96,836 in last year, rising nearly 10 percent from 88,140 in 1991, according to Dunn and Bradstreet Corp. The services sector and retail trade accounted for the sharpest rise in reported failures.

— John R. Oravec

Laborer's Fosco, 71, built model safety programs

Angelo Fosco, president of the Laborers and one of the senior members of the AFL-CIO Executive Council, died Feb. 11 in Hollywood, Fla., after a brief illness. He was 71.

Fosco was known as a catalyst for improvements in worker health and safety, as well as employment training. AFL-CIO President Lane Kirkland, in a letter of condolence, paid tribute to Fosco's service on the Executive Council and to his innovations at LIUNA in safety and occupational disease.

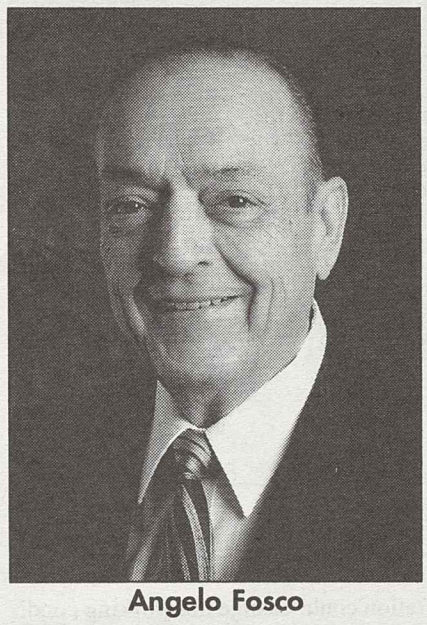
William H. Wynn, president of the Food and Commercial Workers, hailed Fosco as a "warm, caring, compassionate man, whose commitment to his members and his cause was unparalleled. He was a longtime, close friend — his passing is a deep loss not only for me but for the entire labor movement."

Fosco moved aggressively to diversify his union's membership as LIUNA organized public employees and workers in the service, industrial and hazardous waste clean-up industries.

With construction one of the most dangerous professions, Fosco built LIUNA's National Health and Safety Fund into a nationally recognized program to enhance working conditions. He also launched and chaired the Irving J. Selikoff Foundation for Workers and Environmental Health.

Fosco worked to foster labor-management cooperation in worker training. The Laborers-Associated General Contractors Education and Training Fund conducts training programs in hazardous waste removal, asbestos removal and lead abatement. In addition, Fosco founded the Laborers'-Employers' Cooperation and Education Trust to facilitate greater collaboration between labor, management and government in advancing the U.S. construction industry.

Born in Chicago, Fosco began his career with LIUNA's Sewer and Tunnel Miners Local Union 2. He worked in a number of union jobs and organized the Cook County Highway Department.



Angelo Fosco

In the early 1950s, Fosco became an international representative of the union and was assigned to the Chicago office. He was promoted to assistant regional manager of the Chicago office in 1964.

Four years later, he became manager of the region and international vice president of LIUNA. He held that position until assuming the presidency in 1975. He was elected to the AFL-CIO Executive Council in 1976.

Fosco also served on the executive councils of the AFL-CIO Building and Construction Trades Department, the Metal Trades Department and the Public Employee Department. He was a trustee of the federation's Housing Investment Trust.

Survivors include his wife, Marie, three children, seven stepchildren, eight grandchildren and two great-grandchildren.

There will be a memorial service March 8 in Washington, D.C., at 10 a.m. at St. Matthew's Cathedral, 1725 Rhode Island Ave. N.W. In lieu of flowers, the family requests that donations be made to the Blueprint for Cure (which benefits the Diabetes Research Institute of the University of Miami), P.O. Box 33636, Washington, D.C. 20033.

Newsmakers

Randall A. (Randy) Ambuehl has been elected by the Idaho AFL-CIO executive board to serve as state federation president. He replaces **James E. Kerns,** who has accepted an appointment as commissioner of the Idaho Industrial Commission. Kerns, 53, became commissioner Jan. 20 by appointment of Gov. Cecil Andrus. A member of the Food and Commercial Workers, Kerns has served as AFL-CIO president since 1981. Ambuehl, 39, was business manager of Local 291 of the Electrical Workers in Boise.

Janice Laue has been elected by the Iowa AFL-CIO executive board to replace **Mike Lux** as executive vice president. Lux has accepted a position as special assistant to President Clinton for public liaison.

Robert Scott has been elected president of the Electronic Workers' District 2, He succeeds **Peter diCicco,** who has been elected secretary-treasurer of the AFL-CIO Industrial Union Department.

BUY USA, a toll-free hotline for consumers who want to buy American, is up and running at 1-800-USA-1750. **Phyllis Manrod** started the service in response to Zenith Corp.'s move of its last U.S. plant to Mexico. The database lists products with at least 75 percent of their components made in the United States as stores where they are available. The hotline, open from 9 a.m. to 8 p.m., also tells callers whether a product is union-made.

DEATH

Labor lawyer **John F. O'Donnell** died of cancer Jan. 28 at Northern Westchester Hospital in Mount Kisco, N.Y. He was 85.

O'Donnell served as general counsel for the Transport Workers since 1948, and also served in that capacity for the Postal Workers. His other clients included Electrical Workers Local 3, Communications Workers Locals 1101 and 1105 and Local 1-S of the Retail, Wholesale and Department Store Union.

He is survived by his wife, Gwendolyn; one son, John Jr. (Sean), of White Plains, N.Y.; three daughters, Patricia, of Katonah, N.Y., Cathleen Paprocki, of Chicago, and Eileen Sheehan, of Charleston, S.C.; three brothers and sisters; eight grandchildren; and four great-grandchildren.

UNION YES ✓ Coffee and Tea

UNION	COMPANY	ITEM
Bakery, Confectionery and Tobacco Workers (BCT)	Salada Foods, a division of Redco, Inc.; Tetley Tea	Tea
Food and Commercial Workers (UFCW)	Cafe Cream, Inc.; Dickson Food Services; Kraft-General Foods Canada (Maxwell House); Melitta, Inc.; Nabob Foods Limited	Coffee
	Kellogg Salada Canada Inc. (Salada); Superior Tea & Coffee Co.; Tetley, Inc.	Tea
	Superior Tea & Coffee Co	Instant coffee
	Superior Tea & Coffee Co.	Gift assortment boxes of tea and coffee
Longshoremen and Warehousemen (ILWU)	Pioneer Mill (Kaanapali); McBryde Sugar Co. (Hawaii Supreme and Hawaii Makana Gourmet); Nestle Beverage Co., Folger Coffee Co., S.W. Coffee Co.	Coffee
	Nestle Beverage Co.	Hot chocolate
Retail, Wholesale and Department Store Union (RWDSU)	Southern Tea Co., a subsidiary of Tetley Tea (Martinson Red and Brown Gold)	Coffee
	Southern Tea Co., a subsidiary of Tetley Tea (Martinson Red)	Decaffeinated coffee
	Southern Tea Co., a subsidiary of Tetley Tea (Tetley)	Tea bags
Teamsters (IBT)	Boyd Coffee Co. (Red Wagon); Cadillac Coffee Co.; Coca-Cola Co. (Butter-Nut, Huggins, Maryland Club); Chockfull O'Nuts Corp. (Old Judge); Farmer Brothers Coffee; Kraft-General Foods Corp. (A.D.C., Cafe Amaretto, Cafe Francais, Cafe Irish Creme, Cafe Vienna, Double Dutch, Electra Matic, Electra Perk, Gevalia, General Foods International Coffees, Irish Mocha Mint, Le Cafe, Master Blend, Master Collection, Maxwell House, Mellow Roast, Orange Cappuccino, Private Roast Collection, Suisse Mocha, Yuban); Great Atlantic and Pacific Tea Co. (Bokar, Eight O'Clock, Royale Gourmet, Red Circle); Nestle Foods Corp. (Brava, Cains, Dining Car, Gold Choice, Hills Brothers, MJB, Manhattan, Nescafe, Silka, Sunrise, Taster's Choice); Sexton and Co., Inc. (Sexton, Sherman Blend); Superior Coffee Co., a division of Sara Lee Corp. (Superior, McGarvey); Sara Lee Corp. foreign owned companies (Douwe Egberts, Jacqmotte, Maison du Cafe, Merrild Kaffee, Marcilla, Soyley, Van Nella); Tetley, Inc. (El Pico, Martinson, Wilkins)	Coffee
	Chockfull O'Nuts Corp. (H and R), Kraft-General Foods Corp. (Roasted Buds)	Instant coffee
	Kraft-General Foods Corp. (Brim, Drip-Matic, Sanka); Nestle Foods Corp. (DeCaf, Natural Decaf); Tetley, Inc. (Martinson)	Decaffeinated coffee
	Kraft-General Foods Corp. (Max-Pax)	Premeasured ground coffee
	Superior Coffee Co., a division of Sara Lee Corp. (Piazza)	Espresso
	Nestle Foods Corp. (Nestea); Sexton and Co., Inc. (Sexton); Tetley, Inc. (El Pico, Tetley Tea)	Tea
	Kraft-General Foods Corp. (Fruit Tea)	Decaffeinated tea
UAW	Proctor & Gamble (Folgers Coffee)	Instant coffee, vacuum-pack coffee

Dental products go on boycott list

The AFL-CIO has added dental hand pieces, produced by Star Dental, a division of Den-Tal-Ez Inc., to the federation's boycott list.

Members of Machinists Local 98 in York, Pa., have been bargaining for a first contract with Star Dental since 1989, when the IAM won a National Labor Relations Board election and the right to represent the 134 workers.

Workers voted in the IAM after the company slashed wages and hired so-called temporary workers for periods of more than a year, paying them low wages and no benefits.

The company refuses to bargain in good faith, despite unfair labor practice charges brought by the union and upheld by the NLRB ordering Star Dental to return to the bargaining table, the IAM said.

The dental tools are primarily purchased by dental schools and government institutions.

Poultry workers win 2-year fight, gain contract

Continued from Page 1

The company essentially exhausted all appeals to the National Labor Relations Board, said Linda Cromer, RWDSU director of organization. Refusing to abide by the workers' vote, the company filed objections to the election and made unilateral changes in working conditions on which RWDSU filed and won unfair labor practice charges at the Pelahatchie plant.

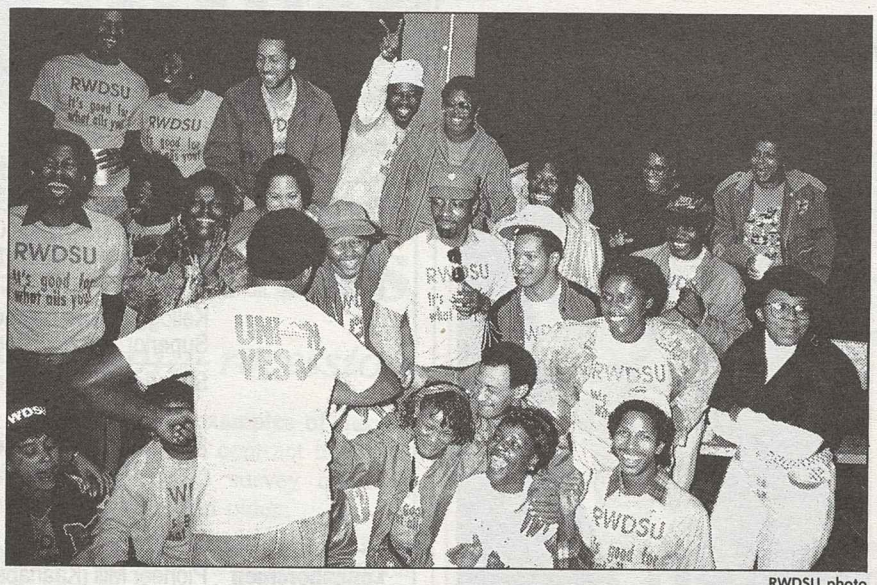
Besides the faith of the workers, Cromer credited the work of President Miller and AFL-CIO Secretary-Treasurer Thomas R. Donahue, who were successful in bringing the situation to the attention of individual investors in Choctaw's investment group.

''The company tried for so long to stop us from getting a contract,'' said Katie Foster, a former employee at the Pelahatchie plant and member of the bargaining committee. ''But we won with the most important issues — job security and health insurance.''

Workers maintained their resolve, meeting regularly with RWDSU organizers. But conditions were so oppressive in the Pelahatchie plant that 55 workers walked out on a Friday in May 1991, when temperatures exceeded 100 degrees and the company refused to turn on available fans.

Foster said even the scabs quit after working a few months in such deplorable working conditions. The union filed another unfair labor practice charge and about three weeks later the workers were reinstated with back pay.

RWDSU members throughout the United States and Canada responded for help for the workers. Donations of foodstuffs and financial assistance maintained the 55 strikers and their families until the company rehired them.



RWDSU photo

Victorious Choctaw Maid poultry workers celebrate a first contract negotiated by the Retail, Wholesale and Department Store Union.

A key issue was the deplorable safety conditions at the plants. Hundreds of live flocking chickens are brought in to ''live hang areas,'' where eight people work in a tiny 8-foot by 10-foot area with little ventilation and no protective gear or masks. Similarly, workers who performed their jobs with scissors and knives in congested areas received numerous cuts.

Despite the dangers of working with sharp objects, ''Training was unheard of at the plant,'' said Foster. ''In my two years at the plant, we never received any training and managers didn't seem to care about it.''

Foster said workers got their first fire drill shortly after the fatal poultry processing plant fire in Hamlet, N.C. But workers were instructed to use only one exit, which would have been fatal in the case of a real fire, she said.

Convinced that only union representation could change the working conditions, workers held fast despite a vicious anti-union campaign that included threats of dismissals and increased work loads. The company countered organizing efforts by fitting a truck with a bullhorn, traveling around the community and announcing ''to come and get a job on the spot,'' Foster said.

Most of the employees at both plants are African-American women between 25 to 30 years old, ''but the managers treated us almost like we were children,'' Foster said.

In 1990, the company had three African-American supervisors, but two were fired — one for showing too much sentiment for the union. Today, there are none.

''Educating the community and workers about their rights was key, so we used the church as a means to do this,'' Foster said. ''Now that the workers have a union, they realize they have rights and, we hope, things will change.''

Black gains buoy unions

African-Americans continue to offer a major source for growth in the labor movement, according to the Bureau of Labor Statistics.

Among ethnic groups, 21 percent of African-American workers belong to unions, far above their percentage of the work force.

The number of African-American union members grew from 2.42 million or 14.8 percent of total membership in 1991 to 2.43 million or 14.9 percent in 1992, BLS reported.

The new BLS data came during Black History Month in February, while many affiliated unions were holding special observances.

Included among the observances was a program at AFSCME headquarters featuring speakers, displays of African-American vendors and educational material. The Service Employees issued a poster promoting the winter issue of ''Union Magazine,'' which discusses issues affecting African-American union members.

Other activity includes the UAW's Civil Rights Advisory Committee conference Feb. 22-24 in Atlanta, which will include speakers from the Martin Luther King Jr. Center for Nonviolence.

INSIDE

1 ***Clinton cancels anti-union orders***

In a move marking the government's return to fair labor policy, President Clinton revokes two Bush administration executive orders that restricted the rights of workers and their unions.

2 ***Mine Workers line up against Peabody Coal***

Some 7,700 Mine Workers are walking picket lines at Peabody Holding Co. operations, as the strike over unfair labor practices enters its third week with no new talks scheduled.

5 ***State foes target workers' comp***

Under the guise of ''reform,'' some employers and insurers are pressing state legislatures to gut workers' compensation benefits and restrict eligibility for disabled workers and their families.

8 ***NLRB slaps Beverly for law violations***

The National Labor Relations Board orders Beverly Enterprises to notify workers at its 1,000 nursing homes of their right to consider joining a union without fear of retaliation.

9 ***Study shows labor gains among women***

Women are joining the labor movement in record numbers, but unions need to help in opening leadership doors, a report by the International Labor Organization finds.

10 ***Union card brings bigger financial edge***

The union advantage widened in 1992, the Bureau of Labor Statistics reports, with union members earning about $7,000 a year more than their non-union counterparts.

VOLUME 38, NUMBER 4
FEBRUARY 15, 1993

AFL-CIO NEWS

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

2/15/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 5 MARCH 1, 1993

EXECUTIVE COUNCIL

- **Organizing** gains — Page 4
- **NAFTA** conditions — Page 5
- **Health care** plan — Page 5
- **New** vice presidents — Page 6
- **Union** innovations — Page 8
- **Han** Meany winner — Page 9
- **Strategic** campaigns — Page 10
- **Free state** fights — Page 11
- **Trade** fairness — Page 14

Clinton economic plan 'right for America'

Bal Harbour, Fla.

President Clinton's economic plan is "right in its large purposes and most of its detail," the AFL-CIO Executive Council declared, announcing that labor would work with the administration and Congress to get the plan through the legislative process.

"The Clinton plan has the great virtues of stimulating a depressed economy, of putting people back to work and of investing in the nation's future," the council said.

The AFL-CIO praised Clinton's proposal to restore a measure of equity to the tax system "by asking those who benefited the most from the tax cuts of the 1980s to bear a more equitable share of the burden of government."

AFL-CIO President Lane Kirkland reinforced labor's endorsement Feb. 25 at a White House press conference, where he was joined by other union and business supporters.

"Our members know there has to be a restraint on spending. They are aware of the need for new revenues. But they want the government to play an effective role in a variety of areas and they're ready to make a contribution to see that it has the means to do so," Kirkland said.

While working people are ready to do their part in contributing their fair share, federal employees should not be asked to bear a disproportionate burden, the council said in opposing a proposed freeze on pay increases for government workers and a reduction in the amount they are supposed to receive each year to achieve comparability with similar jobs in private industry.

"An administration that pledged to make government work better should not give the back of its hand to the people who have kept it going during the difficult last decade," the council said. "There must be a better way to meet the government's fiscal needs and we will work with the administration and Congress in this regard."

At the White House press conference, where he was joined by union presidents Albert Shanker of the AFT, Gerald W. McEntee of AFSCME, Owen Bieber of the UAW, Robert A. Georgine of the Building and Construction Trades Department and Keith Geiger of the unaffiliated National Education Association, Kirkland left no doubt that labor would fight for the overall Clinton plan.

"The president's program will reorder the government's priorities so that Americans can begin investing in their future again," he said.

The council announced its support for Clinton's plan on the final day of an exceptional mid-winter meeting in which a new Democratic administration gave rise to optimism that labor's agenda would finally make headway after 12 years of obstructionist Republican rule.

"This year is different," Kirkland announced at a news conference following the first day's session. "We expect to join with the president and the new Congress to move in the new directions of tax fairness, better health care, balance in foreign trade and more hope and more opportunity for middle-class Americans."

The new tenor of high hope was evident in remarks to the council by congressional leaders and Labor Secretary Robert Reich. (**See story, Page 1.**) Each promised a new commitment to the concerns of working people. But each also warned that a more strident

Continued on Page 16



AP photo

President Clinton greets AFL-CIO President Lane Kirkland Feb. 25 at the White House, where Kirkland said labor endorses Clinton's economic plan.

Reich, council explore ways to get moving

By Michael Byrne
Bal Harbour, Fla.

It was an extraordinary encounter. For nearly three hours, the AFL-CIO Executive Council and Secretary of Labor Robert Reich exchanged information and ideas about how unions and government can improve the American economy and the quality of life for working families.

"It was the most refreshing and encouraging meeting with a secretary of labor within my rather long memory," said AFL-CIO President Lane Kirkland, who came to the AFL in 1948.

Reich, in a separate news conference, said that, "in my view, unions are a step toward higher productivity organizations — they can be. They can be a partner for industry and future productivity. Labor needs a voice.

"It is my intent and the president's intent to restore a level playing field to management-labor relations, to ensure that workers who want to organize are not retaliated against, to make sure that organized labor — the cause of labor-management relations and collective bargaining — is restored to the place it had in America before the 1980s."

Some 20 council members addressed questions and comments to Reich, and each applauded his response and approach to particular problems. It was a dramatic departure from meetings over the past 12 years, when Republican secretaries of labor danced around the problems enumerated by council members.

Telling the council that President Clinton "wants to empower unions," Reich outlined Clinton's rescissions of two anti-union Bush executive orders. One Bush order banned project agree-

Continued on Page 4

Mine Workers gain Strategic Approaches in Peabody strike

By James B. Parks

Organized labor is amassing its strength to rally behind striking Mine Workers at Peabody.

The AFL-CIO's Strategic Approaches Committee, meeting during the Executive Council session in Bal Harbour, Fla., agreed to assist the Mine Workers after union President Richard Trumka and Secretary-Treasurer Jerry Jones briefed the panel on double breasting and unfair labor practices in the coal industry.

The action "means the AFL-CIO, its affiliated unions and their members and families will be working together to see this effort through to a successful conclusion, as we were able to do recently at the aluminum plant in Ravenswood, W.Va., and at the newspaper in Pittsburgh," said AFL-CIO President Lane Kirkland.

"As in all such struggles, we know that our greatest resource is our own solidarity, the strength and determination that springs from the hearts and minds of union sisters and brothers," he said.

Some 7,700 Mine Workers walked out Feb. 2 at 22 sites in West Virginia, Kentucky, Indiana and Illinois over unfair labor practices by Peabody and the multiemployer Bituminous Coal Operators Association. The union also is seeking to have job guarantees for laid-off UMWA members at non-union subsidiaries of signatory companies.

Some 400 miners, family and union members rallied Feb. 22 in Charleston, W.Va., in support of the strikers. Other demonstrations are planned within the next few weeks.

Meanwhile, the BCOA reneged on its own proposal to extend the expired contract. The owners proposed the extension and, when UMWA accepted, the owners rejected the idea, said union spokesman Jim Grossfeld.

The strike has been without incident except for two instances in which the company overreacted. A security guard

Continued on Page 10

Supreme Court: Organizers have right to work

By James B. Parks

The nation's high court has left intact a federal labor law protecting union employees who seek a job in order to organize an employer's work force.

The court let stand a lower court decision in Willmar Electric Service vs. NLRB. The U.S. Court of Appeals for the Federal Circuit ruled in July 1992 that paid union organizers are employees with the same rights as any other employee under the National Labor Relations Act.

The case arose during construction of a J.C. Penney store in Silverdale, Wash. Willmar refused to hire Michael Hendrix, a journeyman electrician and full-time organizer for Electrical Workers Local 46. Hendrix told the project foreman he would organize during lunch and after work.

The U.S. Justice Department and the NLRB filed briefs supporting the ruling, saying Hendrix's case was the same as that of any employee who is fired for supporting a union. The Chamber of Commerce and the National Association of Manufacturers filed briefs claiming the company was being forced to subsidize union organizing efforts.

The decision endorses a position taken by the NLRB since 1975. As recently as last December, the board upheld the principle in a case involving the Boilermakers and Houston-based Sunland Construction Co. Inc.

That case stems from the Boilermakers' campaign to organize Sunland, the non-union arm of B&W Construction. About 100 union members, including general organizer William Creeden and international representative Anthony Yakomowicz, applied in batches to work for Sunland on a boiler overhaul project in St. Francisville, La.

None of the batch applicants were hired, although other boilermakers were hired. In April 1988, the union struck Sunland because of unfair labor practices.

In other action, the Supreme Court agreed to decide whether the Civil Rights Act of 1991 applies to cases pending at the time it was enacted. The AFL-CIO and its civil rights allies have argued that Congress intended the law to apply retroactively in those cases.

The Equal Opportunity Employment Commission, which administers the law, followed the lead of the Bush White House and issued guidelines saying the bill does not apply to cases filed before Nov. 21, 1991, the day it was signed into law. The Clinton administration has not yet taken a position on the issue.

The issue will be decided in two test cases, Landgraf vs. USI Film Products, a sexual harassment case, and Rivers vs. Roadway Express Inc., which deals with racial discrimination.

The 1991 act clarified the nation's civil rights laws after several Supreme Court decisions made it more difficult for victims to prove discrimination.

L.A. teachers vote on tentative pact

By Candice Johnson

Los Angeles teachers were voting on a tentative contract that would partly restore a pay cut levied by the school system last year.

In exchange, teachers would gain more authority in local schools, as well as full access to the system's budget and control of the union's health and welfare funds.

Members of United Teachers-Los Angeles, which is jointly affiliated with the AFT and the National Education Association, were voting on the proposal at schools Feb. 24 and 25, with the results to be announced Feb. 26.

Leaders of the union, which sent the tentative accord to the members with no recommendation, postponed a planned strike deadline of Feb. 22 to March 1.

Serving as mediator, State Assembly Speaker Willie Brown (D) held marathon sessions with union and school district representatives, then joined union leaders in outlining the proposal to the UTLA's house of representatives — the union's policy-setting arm — and a citywide meeting of union representatives.

The proposal calls for a 10 percent pay cut, down from the 12 percent cut imposed by the school system last year. In exchange, the UTLA will be able to fully audit the system's budget and will manage its own health and welfare fund, beginning in 1994.

The tentative agreement also gives teachers a greater role in school-based management and decision-making at individual schools, said Catherine Carey, director of communications for the 32,000 member union.

While ''pay cuts are not acceptable,'' the proposal does provide teachers an opportunity to have a real voice in their schools, she said. These improvements include shared decision-making in the areas of assignment of aides and teacher assistants, use of facilities, track assignments for teachers, scheduling of school based events and others.

The proposal also calls for a 10 percent bonus to teachers if the school district renews its ''me-too'' agreements with other unions.

UTLA members believe the school system tries to pit unions against each other, using the ''me too'' clause to claim it can't agree to a particular salary and benefit package for teachers without providing it in other contract talks.

The vote marks the third teachers have taken in their efforts to win a new contract. Last October, the school system imposed a 12 percent pay cut and slashed health benefits when the old contract expired.

UTLA President Helen Bernstein stressed that the school system, the second largest in the nation, needed to change its priorities. Only about half of the $4,000 per student received by the district actually is used in the classroom, she said, and 41 of the state's 43 school districts pay teachers more than the Los Angeles system does.

Fire Fighters quit, denounce NFPA on safety

The Fire Fighters have withdrawn from the National Fire Protection Association, asserting the NFPA ''has shown utter contempt and disregard for fire fighter safety.''

''The NFPA's standards-making process has been corrupted by senior staff interference in the consensus process, last-minute committee restructuring to influence key votes and decisions made for political reasons rather than on the merits,'' said IAFF President Alfred K. Whitehead in a letter to NFPA President George Miller.

''Fire fighters are the backbone of any fire protection, fire prevention or fire safety efforts, but the NFPA has ignored their most fundamental of needs, thereby jeopardizing the lives of fire fighters and the public,'' Whitehead's letter said.

Members of the IAFF, which represents 195,000 professional fire fighters in the United States and Canada, have played a key role in the development of consensus standards for fire fighting, fire protection and fire safety during the union's 71-year relationship with the NFPA, Whitehead noted.

The IAFF executive board directed the resignation after the NFPA and its senior staff repeatedly turned back efforts to amend the organization's National Fire Codes to include ground safety provisions. The NFPA ignored more than 6,000 public comments favoring the measures the IAFF said, and manipulated the committee process to kill the amendments.

''The nation's fire fighters and the public have been deceived by NFPA,'' Whitehead said. ''I'm not sure what special interests are behind this charade, but the interests of the public and fire fighters have been left behind by NFPA.''

Barney aids IBT in Hasbro pact

The Teamsters and Hasbro Toys have reached agreement on a new contract for warehouse workers locked out just before Christmas.

The Feb. 11 agreement came after the union launched a national campaign and was preparing a series of protests in New York City during the annual toy fair.

Members of Teamsters Local 251 of East Providence, R.I., were locked out Dec. 14 by Hasbro, the world's largest toymaker. There had not been a lockout or strike in the previous 30 years that the Teamsters dealt with Hasbro.

In the agreement, Hasbro dropped its insistence on wage cuts for new hires and agreed to raise wages for newer employees already in a second wage tier.

''Our members stuck together and defended good jobs for our community,'' said Gerald Blinkhorn, secretary-treasurer of Local 251. ''Today they can go back to work and feel proud that they stood firm to protect their jobs and their families.''

One key to the campaign was the enlistment of Barney, the 6-foot-4 purple dinosaur star of public broadcasting who was recently signed by the company for a line of toys that figures to bring in nearly $100 million in revenue.

Barney had agreed to join union members on the picket lines in New York for informational leafletting, but the agreement was reached before those appearances.

In a handwritten note to union officials, Barney declared ''I love you, you love me — we're one happy Teamster family.''

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 5 ® ALLIED PRINTING TRADES LABEL COUNCIL WASHINGTON 3 MONDAY, MARCH 1, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

LEGISLATION

House roadblock slows Hatch reform

By Mike Hall

The move to restore political and Constitutional rights for federal and postal employees ran into a temporary roadblock Feb. 24, when the House fell only three votes short of a the two-thirds majority needed to quickly pass the AFL-CIO-backed Hatch Act Reform Bill.

The ''super majority'' was needed because the bill (H.R. 20) was being considered under a special rule that would have hastened passage. The 275-140 vote showed overwhelming support for Hatch Act reform, which is expected to return to the House floor in the first week of March under rules where a simple majority prevails.

''This legislation is reform long overdue,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members. ''It is time to restore to 3 million federal and postal employees some of the Constitutional rights enjoyed by other Americans. The AFL-CIO urges your support for this legislation.''

''The Hatch Act is an albatross around the necks of federal workers, said Rep. William Clay (D-Mo.), the bill's chief sponsor. ''No democratic government anywhere in the world prohibits its government workers from participating in politics.''

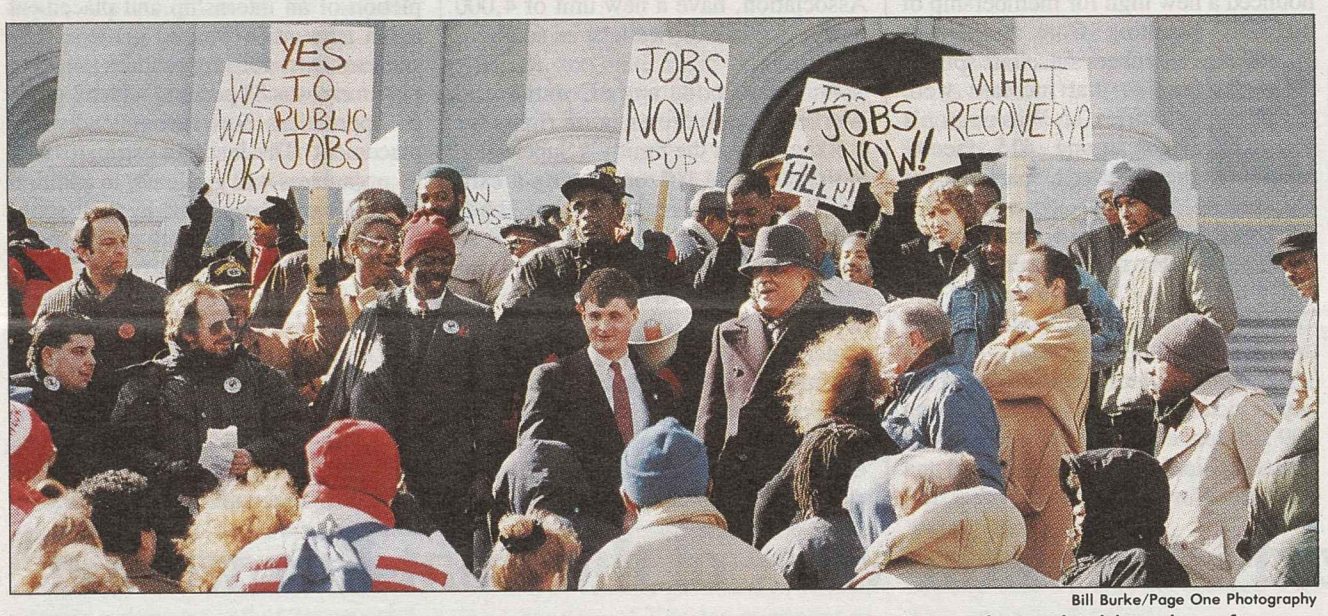
H.R. 20 would allow these workers — away from work and on their own time — to work in a political campaign, hold office in a political party or club, participate in a partisan voter registration drive, circulate a nomination petition for a candidate, and speak at a party caucus in favor of a candidate.''

This version of the bill is the same as passed by the 101st Congress and vetoed. Similar legislation was passed by the House in three other prior Congresses and has received bipartisan House and Senate support, although not enough to override vetoes.

President Clinton said he would sign the legislation if it is approved by the Congress.

''The Hatch Act treats federal employees as if they were second-class citizens,'' said House Majority Leader Richard A. Gephardt (D-Mo.). ''The Hatch Act discourages federal employees from engaging in lawful political activity. I think it is time, finally to make this reform.''

H.R. 20 continues the existing prohibitions against federal and postal employees soliciting campaign contributions from the general public or coercing the public on an election campaign. It also improves the protection of federal and postal employees against coercion by their supervisors.



Bill Burke/Page One Photography

Philadelphia Unemployment Project members rally Feb. 18 at the U.S. Capitol for jobs and jobless benefits.

House extends emergency jobless benefits

The House of Representatives gave new hope to jobless workers by approving a $5.7 billion package extending the emergency unemployment compensation program through the fiscal year.

The Senate Finance Committee cleared a companion measure, S. 328, and a vote is expected before the current extended benefits program expires March 6.

The Feb. 24 vote, by a 254-161 margin, reauthorizes the emergency benefits package Congress passed last session and adds an additional 20 to 26 weeks of benefits — depending on a state's unemployment rate — for workers who have run out of state benefits.

''The rate at which workers have been exhausting their regular state benefits recently hit a near record 40 percent,'' or about 300,000 a month, said the bill's sponsor, Rep. Dan Rostenkowski (D-Ill.).

Opponents of the measure claimed the recent minor drops in the jobless rate, coupled with a slight economic recovery, made the extension unnecessary. But the national unemployment rate is still higher than it was in July 1990, when the recession began.

Ultimately, about 2 million people are expected to benefit from the extension.

States with high jobless rates — those of at least 9 percent — could provide an additional 26 weeks of benefits. All other states could provide an additional 20 weeks.

Currently, six states and Puerto Rico have high enough jobless rates to qualify for the full 26 weeks. Those states are Alaska, California, Oregon, Rhode Island, Washington and West Virginia.

''The AFL-CIO supports this necessary legislation,'' said AFL-CIO Legislative Director Robert M. McGlotten. ''Without an extension, hundreds of thousands of workers who have exhausted their basic 26 weeks of benefits would not receive extended benefits. Recent projections indicate that long-term unemployment will continue through 1993 and 1994.''

The legislation extends the benefit sign-up period through Oct. 2, 1993. No new claims would be processed after that date, but claims would be honored through January 15, 1994.

The bill, however, does not provide additional benefits to those jobless workers who have already qualified for extended benefits and then exhausted those without finding work.

''There is no doubt we have a continuing long-term unemployment problem and there is no doubt our economy must create more jobs if we are to solve this problem,'' said Rostenkowski. ''President Clinton's plan for long-term economic growth and deficit reduction addresses these needs. But in the meantime, we need to extend emergency benefits again for those who have borne the brunt of this recession.''

Labor Secretary Robert B. Reich told the committee ''the need for continuation of the emergency unemployment compensation program can hardly be disputed.

''This recession has been different from those in the past when layoffs were temporary and unemployed workers found reemployment in a fairly expeditious manner. These workers who are laid off are being permanently let go because their jobs have been eliminated,'' Reich said.

The legislation also provides that workers unlikely to return to their jobs because of factory closings or permanent downsizing be referred to local agencies for job counseling.

''These individuals, who otherwise may face very long-term unemployment, can then be given job search assistance, or can be referred to the appropriate job training program,'' said Daniel Patrick Moynihan (D-N.Y.) who sponsored the bill in the Senate.

— Mike Hall

Capitol Digest

The Worker Adjustment and Retraining Notification Act could be greatly improved to benefit both workers and the communities they live in, the UAW told Congress.

In the first two years after the WARN Act went into effect in 1989, more than 5,000 plant closing notices were issued. It calls for a 60-day notice when plants of 100 or more workers are to be shut down.

Richard W. McHugh, UAW's associate general counsel, told the Senate Labor and Human Resources subcommittee on labor that studies show workers who receive advance notice are able to avoid unemployment better than those who don't. He also noted that, despite the dire predictions of the law's opponents, there has not been a flood of lawsuits and employer compliance problems.

The major reforms needed in the law, McHugh said, include extending the notification period from 60 to 120 days and reducing to 50 the number of employees required at a plant before WARN takes effect. He also urged the subcommittee to give stronger enforcement powers to the Labor Department and modify the threshold for mass layoffs.

Elsewhere on Capitol Hill:

STIMULUS PACKAGE — Republican members of the House Appropriations Committee used a little known House rule to delay consideration of President Clinton's economic stimulus package. Committee staff said the rule, which was last used about 25 years ago, allows the GOP to call an extra day of hearings with witnesses of their choosing in each subcommittee which holds a hearing on the package.

Despite the delay, House Speaker Thomas S. Foley (D-Wash.) said he hopes to finish work on both a budget resolution and the stimulus legislation before Congress recesses April 2.

Foley said the legislation should be signed into law in time to fund a summer jobs program, which could be in jeopardy if the bill is not approved quickly.

"MOTOR VOTER" — The Senate Rules Committee approved an AFL-CIO-backed ''motor voter'' bill, almost identical to the House-passed version. The bill, S.2, may make it to the floor in early March.

However, Republican opponents reportedly will use every possible parliamentary tactic to kill the legislation. ''There will be a major effort to kill this bill,'' said Sen. Mitch McConnell (R-Ky.). But Sen. Wendell H. Ford (D-Ky.), the bill's sponsor, said he is confident he can round up the 60 votes needed to end an anticipated filibuster.

OSHA REFORM — Legislation to overhaul and strengthen the Occupational Safety and Health Act was expected to be introduced in the House this week. Hearings on the bill, virtually identical to legislation from last Congress, are expected later in March.

EXECUTIVE COUNCIL

Union organizing gains ground on many fronts

By Candice Johnson

Auto designers in Detroit, laundry workers in California and faculty in Milwaukee are among the labor movement's newest members, as unions posted major organizing victories in late 1992 and early 1993.

Organizing Committee Chairman John J. Sweeney outlined labor's gains to the Executive Council meeting in Bal Harbour, Fla., noting that organizing efforts "over the past few months have shown significant victories among diverse units, which should be a good indicator for organizing in 1993."

Sweeney also noted that the number of workers gaining union representation in the first six months of 1992 jumped by more than 26 percent over the same period in 1991, from 24,172 to 32,886.

The "win rate" for unions also increased in the first half of 1992, to 49.5 percent of 1,324 elections held. The rate of victory is up from 44.4 percent during the same period in 1991, according to the Bureau of National Affairs.

Many of the recent victories were a long time coming, often in repeat elections. The Rubber Workers' successful campaign at Tyler Pipe Industries in Texas followed 18 earlier attempts by workers to organize. The URW now represents 3,000 workers there.

Nearly 2,300 Federal Express pilots are now represented by the Air Line Pilots, following a long campaign that first got under way in August 1991. The re-run election was ordered by the National Mediation Board because of the carrier's unfair practices.

Sweeney noted the ALPA unit is the first-ever union at Federal Express, which has 78,000 employees.

In another re-run campaign, workers at the Becker Group's plastic products plant in Nashville, Tenn., voted in the Aluminum, Brick and Glass Workers.

And a six-year struggle finally ended in success for some 500 workers at Mademoiselle Knitwear in New York, who voted in the Ladies' Garment Workers.

Health care victories were recorded by the Service Employees at St. Joseph's Health Center in Pittsburgh and by AFSCME at Homme, a home for the aged in Wittenberg, Wis.

Volunteer organizers played a big role in the Teamsters win among laundry workers at the Marriott Corp. industrial facility in Gilroy, Calif.

Some 1,200 part-time faculty members at the Milwaukee Technical Institute voted in the AFT, which announced a new high for membership of 805,287, resulting from a gain of 10,000 new members since last spring.

Contributing to that increase were organizing victories at Washington's Pierce College among 415 faculty members; the Kansas Department of Corrections Officers covering 928 workers; a unit of 314 non-certified employees in Hernando County, Wis.; and among the 213 members of the Federation of Technical Colleges Part-time Faculty in Connecticut.

A strong in-plant committee was the key to victory in two campaigns: among 439 workers at the Chevron refinery in Philadelphia, by the Oil, Chemical and Atomic Workers, and for the 140 newest members of the Bakery, Confectionary and Tobacco Workers at Candy USA in Macon, Ga.

The Government Employees were voted in by workers at the Resolution Trust Corp. in Washington, and the Wisconsin field office of the Social Security Administration. AFGE also won elections at the Army Depot in Corpus Christi, Texas, representing 1,980 workers; at the Veterans Administration Medical Center in American Lake, Wash., covering 265 workers; and at the VA center in Medford, Ore., representing 90 workers.

Among the organizing success stories:

- Car designers and draftsmen at Ford Motor Co. organized a new UAW local, the Society of Engineering Office Workers.
- The Carpenters, in cooperation with the California Immigrant Workers Association, have a new unit of 4,000 mostly Latino drywallers in southern California.
- The Food and Commercial Workers won representation rights for 4,500 clerks at the Smitty's Supervalue Stores chain in Arizona, using a card check strategy to avoid National Labor Relations Board delays.
- The Steelworkers won a campaign among 600 workers at Vanalco Inc., an aluminum smelting facility in Vancouver, Wash., while 140 workers at United Nuclear Corp. at the Naval Air Station in Kingsville, Texas, won representation by the Machinists.
- The Communications Workers won a campaign covering 257 workers at AT&T Systems Group in Cockeysville, Md. Printing industry wins were posted by the Graphic Communications Union among 147 workers at T.A.S. Graphic Communication in Detroit and by the Clothing and Textile Workers covering 150 workers at Micor Micrographic Corp. in Pennsylvania.

Sweeney also reported on new materials and strategies developed by the AFL-CIO Organizing Institute, which is in its third year of training new organizers.

Last year, the institute admitted 679 students, more than half union members; 40 percent are women and one-third are minority group members.

Of the 679 initial participants, 212 were offered internships, 117 completed the three-week field internship and 25 now are awaiting internship placement.

For 1992, the success rate for completion of an internship and placement as an apprentice was 80 percent. The success rate for apprentices seeking placement was 88 percent, with 53 of the 60 apprentices now recommended for placement. The institute estimates that 95 organizers will graduate, in addition to the 37 graduates hired by their sponsoring unions or named to project positions.

The 14 unions now participating in the Organizing Institute are the Clothing and Textile Workers, AFSCME, AFT, CWA, Hotel Employees and Restaurant Employees, Teamsters, ILGWU, Longshoremen and Warehousemen, SEIU, UAW, Carpenters, UFCW, Mine Workers and Steelworkers.

Reich: 'Organized labor is the voice of the front-line worker'

Continued from Page 1

ments for building trades workers and the other required federal contractors to post notices of the rights of agency fee payers on union jobs.

He said he had urged Clinton to overturn President Reagan's lifetime ban on hiring former members of the Professional Air Traffic Controllers Organization and to set aside Bush's suspension of Davis-Bacon rules for hurricane rebuilding projects in South Florida.

In addition, Reich announced that he was preparing to appoint a blue-ribbon commission to study employee representation, "to level the playing field between labor and management and, beyond that, to give workers a voice in the workplace of the future."

He also said he would issue a notice of proposed rulemaking, postponing by a year the implementation date on expensive new union recordkeeping rules, which he said he would review. The next day, that notice was published in the Federal Register.

On other issues of importance to labor, Reich said:

- President Clinton is committed to passage of the Workplace Fairness Act, which would ban the hiring of "permanent replacements" for strikers.
- He would urge the president to increase the minimum wage and then index it to the cost of living.
- The president proposed extending unemployment insurance "because there has been very little job growth since the recession officially ended."



Raymond Crowell/Page One Photography

Labor Secretary Robert Reich told the Executive Council he would name a blue-ribbon commission to study employee representation.

- Clinton would not sign the North American Free Trade Agreement until side agreements are reached on worker standards, environmental standards and protections against import surges. He also has called on Congress to pass separate legislation to protect workers from dislocation.
- While the administration has not formulated its policy on current legislation to reform the Occupational Safety and Health Act, Clinton personally is committed to some form of reform. Reich said he favored the bill's provisions for worker safety committees.
- He would work to open lines of communications with unions at the Department of Labor, and he urged council members to contact him whenever the department was not responsive to the needs of worker organizations.
- In developing ambitious plans for workplace training programs, the Department of Labor wants to work with building trades unions and the AFT to draw on their expertise in school-to-work development.

Reich said the Clinton administration would push U.S. corporations to adopt high-skill, high-wage strategies. "Companies that use low wages as a basis for doing business cannot be profitable," he said. "Someone, somewhere, can offer lower wages."

Foreseeing a new era of labor-management cooperation, Reich said he would encourage participatory programs that give a voice to front-line workers. In his remarks at the news conference, he elaborated on the importance of unions in raising that voice.

"Organized labor, although it may be shrinking as a percentage of the total work force, is the most articulate — indeed, it is the only — voice of the front-line worker in America," Reich said. "The front-line worker in America needs a voice."

Pointing to public opinion polls showing "Americans holding unions in higher and higher regard," Reich told reporters that the decline in wages, hours and working conditions had prompted Americans to take a new look at unions.

AFL-CIO lists problems with Mexican trade pact

By John R. Oravec

The AFL-CIO called on President Clinton to reject the seriously flawed North American Free Trade Agreement, warning it ''would be a disaster for millions of working people in the United States, Canada and Mexico.''

To assist the administration in negotiating a new agreement, the federation's Executive Council enumerated a list of provisions essential to protect workers on both sides of the border.

As drafted by the Bush administration, ''NAFTA is an agreement based solely on exploitation,'' the council declared. ''It would destroy jobs and depress wages in the United States and Canada'' without remedying ''the desperately low wages and harsh working conditions of the Mexican people.''

While the agreement provides extensive protection for investors, the council noted, it ignores the rights of workers and ''would limit the ability of governments to adopt measures to promote and protect public health safety and the environment.''

In urging new negotiations, AFL-CIO President Lane Kirkland told reporters that ''clearly, our government must act to stop the flight of jobs from the United States and to alleviate the deplorable conditions in the maquiladora area.''

House Majority Leader Richard A. Gephardt (D-Mo.) told the council that he had sent a letter to Mexican President Carlos Salinas de Gortari charging that a Mexican state-owned bank was using under-handed means to ''prey on the jobs of American workers'' through its ties to the AmeriMex Maquiladora investment fund.

AmeriMex's agenda is aimed at leveraged buyouts of profitable U.S. companies, firing the workers and shipping their jobs to Mexico.

Gephardt read to the council from the AmeriMex prospectus, which spelled out its goals: ''The Fund will purchase established United States companies suitable for Maquiladora acquisitions, wherein a portion or all of the manufacturing will be relocated in Mexico to take advantage of savings in the cost of labor.''

The prospectus suggests that by moving the jobs to the maquiladoras where workers are paid $1.15 to $1.50 an hour, a company would realize ''annual savings'' of up to $17,000 per employee.

In light of the NAFTA situation, Gephardt wrote Salinas: ''Funds such as this should not be allowed to operate. But even more objectionable is the official participation of entities controlled by your government in stealing American jobs.''

After U.S. Trade Representative Mickey Kantor pursued the issue in a meeting with Mexico's foreign trade secretary, the Mexican government announced it was in the process of withdrawing investments in the fund.

Even so, AmeriMex remains operative and a Mexican government official from the state of Yucatan continues as one of the fund's two general partners.

With the next round of NAFTA negotiations dealing with side agreements scheduled to begin March 15, the council spelled out these essentials:

- Labor rights and workplace standards that can be enforced by trade actions, such as the right to organize and bargain collectively, the establishment of effective job health and safety regulations, an appropriate minimum wage, elimination of child labor, a ban on forced labor and guarantees of non-discrimination in employment.
- Enforceable environmental standards, as well as a clean-up of the maquiladora border areas based on the ''polluter pays'' principle.
- Tougher rules of product origin so any benefits derived from an agreement will go to workers and producers in the three countries.
- Requirements that all internationally traded goods are marked with their country of origin.
- Safeguards to protect U.S. workers against import surges.
- Strict limitations on ''temporary entry'' of persons to provide services, including transportation, and banning entry to affect labor disputes. Any temporary entrant must be paid and work under conditions prevailing in the host country.
- Preservation of federal, state and local ''Buy American'' laws and regulations.
- Equal market access for cultural industries.
- Safeguards for U.S. automotive production, equivalent to existing provisions in Mexico and Canada.
- Provisions addressing the needs of import-sensitive industries, such as textiles, apparel, electrical, electronic, glass, meat, tuna, sugar and light-duty trucks.
- A cross-border transaction tax to help fund programs to improve food safety inspections and customs services; the infrastructure in the border area covering water treatment, electricity, housing and schools; Trade Adjustment Assistance for those hurt by trade.



Steve Yarmola/AFL-CIO News

House Majority Leader Richard A. Gephardt (D-Mo.) tells council of a takeover scheme to steal U.S. jobs.

Council blueprint presages action on health care reform

By Colleen M. O'Neill

The Executive Council provided a blueprint for real health care reform with a statement expanding on AFL-CIO health care goals.

The AFL-CIO expects to work with the Clinton administration ''toward a bold legislative solution that can be enacted this year,'' AFL-CIO President Lane Kirkland told a news conference.

Kirkland said he expects health care reform to be ''the hallmark of the Clinton administration, an historic achievement that would assure its place in history. We will be doing everything we can to keep that issue foremost and alive.''

Kirkland and the council's Health Care Committee, chaired by Service Employees President John J. Sweeney, will meet March 3 with Hillary Rodham Clinton, who is heading the administration's health care task force, and White House policy adviser Ira Magaziner.

The committee will present its concerns about proposals to tax employer-paid health benefits, reviewing the wide range of possible funding mechanisms for a comprehensive health care package.

''The AFL-CIO steadfastly opposes the taxing of employer-provided health insurance because it is highly regressive and would unfairly burden the middle class, older Americans and individuals with high health risks,'' the council said in a Feb. 16 statement.

''It also would require unreasonable sacrifice from the millions of working people who have already given up wage increases in order to obtain or preserve their health care benefits,'' the council said.

Kirkland pointed out that labor has been ''beating the drum'' for health care reform for 40 years, finally gaining Medicare and Medicaid during the Johnson administration. ''We are determined to see that the costs of a new national health care system are distributed as broadly and equitably as possible.''

Told by a reporter that Rep. Newt Gingrich (R-Ga.) had warned against ''socializing'' health care, Kirkland said, ''We have been listening to that crap for 40 years.'' The fact that the cry of ''socialized medicine'' has virtually disappeared from the arguments against reform this year shows that the nation is finally fed up and real reform is now possible, the AFL-CIO has said.

Karen Ignagni, director of the AFL-CIO Department of Employee Benefits, said in a briefing for the press that the federation is open to a wide range of funding solutions.

''We have supported Sen. (Daniel P.) Moynihan's proposal, for example, in which the Social Security trust fund is taken off budget and the surplus funds dedicated to pay for a comprehensive health care plan,'' she said.

Ignagni said that the principal focus of the federation's campaign for health care reform would be to achieve a ''unified purchasing and distribution system,'' which could provide quality care for everyone while helping to control costs.

''We will be pushing for a market-based system that promotes competition based on quality and performance rather than price,'' she said. ''We must change the balance of power between purchasers and providers.''

The unified system as outlined by the AFL-CIO would be organized on a regional basis with federal standards and would negotiate with providers, contract with plans, assure the appropriate allocation of capital and collect all necessary data to monitor quality.

Additionally, consumers would be allowed full choice among all approved health plans, while all purchasers — including Medicare, Medicaid and the Federal Employees Health Benefits Program — would be required to participate in full.

The EC statement urges several other specific actions for a national solution, including provisions to:

- Establish a universal right of access.
- Place the health care system on a budget.
- Create a national independent commission of consumers, labor, business, government and health care providers to administer the system.
- Incorporate the health care services component of workers' compensation.
- Ease retiree health care financing by lowering Medicare eligibility to age 60.
- Devise a strategy for expanding access to long-term care.
- Encourage physicians to avoid unnecessary tests and medical procedures while developing a better system to handle malpractice disputes.
- Increase the availability of primary and preventive care.

Laborers' Coia, BCT's Hurt elected to council

Bal Harbour, Fla.

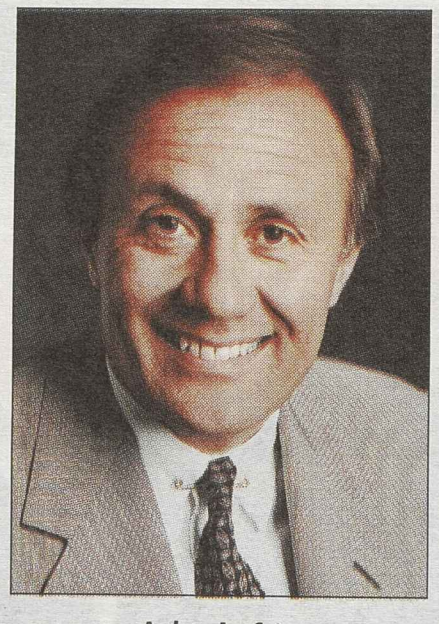
Two new vice presidents were appointed to the AFL-CIO Executive Council following the death of Laborers President Angelo Fosco and the retirement of Bakery, Confectionery and Tobacco Workers President John DeConcini.

Arthur A. Coia, elected by the Laborers board to succeed Fosco, and Frank Hurt, who succeeded DeConcini at BCT, were elected unanimously to the 35-member council.

Coia, 49, who had served as LIUNA secretary-treasurer since 1989, worked his way through Providence College and Boston University Law School as a laborer and member of LIUNA Local 271 in Providence, R.I.

Before becoming secretary-treasurer, Coia served as business manager of the Rhode Island Laborers District Council and regional manager of the New England and Eastern Canada Region. He helped to expand the membership base to include state and municipal workers, librarians and nurses.

Hurt, 54, became BCT president Oct. 1, 1992, when DeConcini retired. He previously was secretary-treasurer of the union since September 1991.



Arthur A. Coia



Frank Hurt

A trade unionist for more than 35 years, Hurt was a member of the UAW and of the Teamsters before joining BCT Local 57 in Columbus, Ohio, in 1972. He was appointed by DeConcini to be BCT director of organization in 1982 and became executive vice president in 1990.

The council also bid a fond farewell to Jean Ingrao, who announced her retirement as secretary-treasurer of the Maritime Trades Department. She introduced her successor, Frank Pecquex, to the council.

The council paid tribute to Fosco with a statement extolling his more than 40 years of service to the trade union movement, as he rose from the position of shop steward for the Laborers Sewer and Tunnel Miners Local Union 2 in Chicago to the leadership of a union with 600,000 members.

"Angelo Fosco's accomplishments in the areas of occupational safety, labor-management cooperation and worker training will benefit the members of the Laborers International Union for many years to come," the council said.

Kirkland also praised DeConcini's 13-year tenure as an AFL-CIO vice president, noting that he had been "an enormously valuable member of the council, as well as a good friend."

DeConcini was instrumental in establishing the AFL-CIO's Labor Committee for a Free Cuba and helping to prepare the federation's case against Fidel Castro, submitted to the International Labor Organization last year.

Campaign airs low-income tax advantage

Bal Harbour, Fla.

The AFL-CIO will join in a public education campaign to help low-income workers collect federal Earned Income Credits of as much as $2,211.

The EIC is a tax credit for families who work — full time, part time or part of the year — and have children. The families also must have incomes less than $22,370 in 1992 and have at least one child living with them.

Letter Carriers President Vincent R. Sombrotto, chairman of the Committee on Community Services, told the Executive Council that the public information campaign is crucial, since families will not receive the EIC unless they file a separate form, as was required last year.

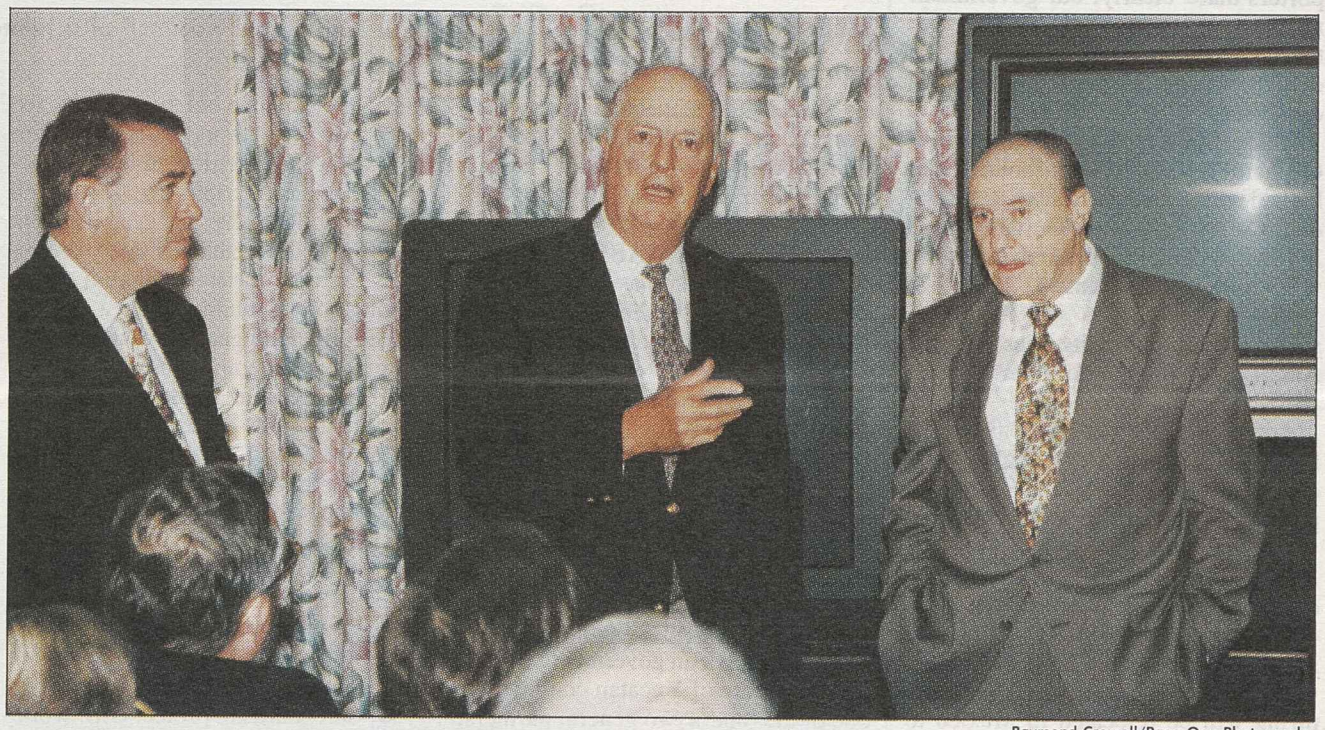
The credit has three parts: the basic credit, which ranges up to $1,384; a health insurance credit, for those who paid insurance premiums themselves, of up to $451; and an additional credit for a child born in 1992 of up to $376. The total tax credit can exceed $2,000.

The Internal Revenue Service will no longer award the credit when an eligible family fails to submit Schedule EIC, as it did in 1991. But the IRS is sending a form letter along with a blank Schedule EIC notifying the family of its potential eligibility for the EIC.

Eligible families also may file for retroactive EIC payments for the past three years.

President Clinton has proposed to expand the credit to all workers — with or without children — earning less than $22,370. Income eligibility for families with two or more children would increase to $30,000. But the health insurance and newborn child credits would be eliminated under the administration's proposal, which would not take effect until the next tax year.

Sombrotto also informed the council of other actions by the AFL-CIO Department of Community Services, including disaster assistance for victims in South Florida, Louisiana, Hawaii and Los Angeles, as well as an NALC food drive in 10 cities that raised more than 290 tons of food for local food banks.



Raymond Crowell/Page One Photography

Electrical Workers President John J. Barry, accompanied by Electronic Workers President William H. Bywater (right), explains the union advantage of the High Definition Television standard being developed by the Thomson-Philips consortium. At left is Jim Klingam, vice president of consortium member Sarnoff Research, who stressed during the presentation at the Executive Council meeting that the HDTV sets would be built in the United States. NBC is the fourth member of the HDTV development group, which is vying with four other groups for the standard, expected to be awarded soon by the Federal Communications Commission. Labor Secretary Robert Reich has requested that the FCC consider the potential for U.S. jobs creation in evaluating HDTV standards.

Teamsters clear sanctions, win plaudits

Bal Harbour, Fla.

The only union under jurisdictional sanctions came off the list in an AFL-CIO Executive Council action accompanied by several rounds of applause saluting the solidarity of the Teamsters and President Ron Carey.

As chair of the Article XX Review Committee, AFL-CIO Secretary-Treasurer Thomas R. Donahue reported the committee's unanimous recommendation that sanctions be lifted from the Teamsters.

Donahue said 34 charges of violations brought by 13 affiliated unions were disposed of, mostly through the intervention of Carey. Carey marked his first anniversary as IBT president Feb. 1.

"Unions' struggles should be with employers who try to take away health care or with trade policies that destroy good jobs — not with other unions," Carey said. "The vast majority of working people in America have no union to help them. That's where the unions — together — should be setting our sights."

Under Article XX, the federation's 31-year-old jurisdictional disputes mechanism, sanctions leave a union without protection against raids on membership by other AFL-CIO unions. A separate constitutional article, XXI, seeks to keep AFL-CIO affiliates from getting on the ballot against each other in representation elections.

Donahue reported that, of the 34 cases in dispute with the IBT, 13 were resolved in mediation, 19 were waived by the complaining union and the final two were rendered moot when the IBT lost a representation election.

Donahue emphasized that only one of the cases arose after Carey became IBT president and noted that the union also had withdrawn before non-compliance charges were initiated from nine additional raids.

The sanctions were imposed on the IBT by Executive Council action in November 1989, two years after the IBT re-affiliated with the AFL-CIO. The cases that brought sanctions included the T.J. Maxx Co. in Evansville, Ind., on charges brought by the Ladies' Garment Workers.

Elsewhere on Article XX, Donahue said that 62 cases, or 53 percent of those processed in 1992, were successfully handled by mediators Thomas Colosi and Homer La Rue. Impartial umpires Howard Lesnick and Paul Weiler issued findings in 35 other cases. At year's end, 19 cases were pending in mediation, three were awaiting the umpire's determination and 11 appeals were before the review committee.

On Article XXI, Donahue reported that 23 cases — 72 percent of the total determinations — were settled in 1992 through the mediation of Alan Kistler. Umpires Doug Fraser, Murray Finley and Glenn Watts issued determinations in seven others.



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland talks with families applying for space in an Opa-Locka, Fla., apartment complex being renovated with funds from the AFL-CIO's Housing Investment Trust. HIT chief Stephen Coyle, in background, also made the trip during a break in the Executive Council meeting.

Labor antes $500 million for cities

By James B. Parks

The AFL-CIO has created a $500 million national investment program to help rebuild the nation's cities.

The AFL-CIO Executive Council endorsed the innovative National Partnerships for Community Investment in 16 major cities and heard a report that the federation's two pension investment trusts have climbed near the $1 billion mark in combined assets.

AFL-CIO Secretary-Treasurer Thomas R. Donahue traced the history of the two funds, the Housing Investment Trust and the Building Investment Trusts, from when they first began investing union pension funds.

The trusts will leverage comparable financing for new construction and rehabilitation of housing and commercial structures to be built with union labor over the next five years, said Stephen Coyle, chief executive officer of HIT/BIT.

The program will result in $900 million to $1 billion in new investment, providing a solid return on the pension funds and creating union jobs, he said.

Coyle outlined the program for the AFL-CIO Executive Council at its midwinter meeting and the council endorsed the plan and urged affiliates to increase investment in the trusts.

A key element of the program is the establishment of long-term partnerships with the federal government, local communities and the private sector. Those partnerships are expected to produce as many as 5,000 affordable housing units, up to 750,000 square feet of commercial space and create 15,000 construction jobs, Coyle said.

The targeted cities include Atlanta; Boston; Chicago; Columbus, Ohio; Dallas; Denver; Detroit; Los Angeles; Miami; Milwaukee; New York; Oakland, Calif.; Philadelphia; Portland, Ore.; St. Louis; and Washington, D.C.

The initiative addresses the "total decay and hollowing out of our major cities — the disappearance of jobs from the inner cities, the decay of housing and the social as well as economic infrastructure in those cities, unsafe streets, the absence of child care facilities and other problems," AFL-CIO President Lane Kirkland told reporters.

"We try to restore civilized life in those inner cities — decent housing in coordination with efforts to address the other problems related to quality of life in those cities," he said.

Kirkland and Coyle also visited The Gardens apartment complex in Opa-Locka, Fla., which is under renovation with money from a $60 million HIT investment in response to the devastation caused by Hurricane Andrew.

The National Partnerships program builds on the success of the AFL-CIO's previous pension investment activities. HIT and BIT have more than $900 million in combined assets and some 350 multiemployer and public pension fund investors nationwide.

The HIT has financed the construction of more than 30,000 housing units. The BIT has financed nearly 2.6 million square feet of commercial property since 1988, and made commitments of $95 million for eight new projects.

The investment trusts in the past year alone participated in various projects that enhanced life in the inner city. For example, the HIT used pension investments to help rehabilitate a housing project in Washington, D.C., and to convert an abandoned St. Paul, Minn., historic industrial facility into affordable housing units geared to artists and their families.

The BIT is currently working with a neighborhood-based non-profit group to finance construction of the first commercial office building in the Watts section of Los Angeles since the riots of the late 1960s.

Currently, 98.5 percent of HIT's investments are guaranteed. BIT's investments are backed by state and local agencies that provide revenue bonds and by special state and local funds.

In another report to the council, the AFL-CIO Pension Investment Committee urged union trustees to develop investment strategies that foster long-term economic growth through the rebuilding of the nation's economic, social and physical infrastructure and local economic development.

To help accomplish this objective, the council adopted new guidelines for union pension trustees and stressed the need for federal subsidies and a system of guarantees to ensure the security of pension fund investments.

Committee chairman John T. Joyce of the Bricklayers said participation in such programs should be voluntary and not encourage privatization of public services or weaken Davis-Bacon or Service Contract Act protections.

The guidelines encourage pension fund trustees to review their funds' foreign investments to ensure that they are serving the interests of the contributing workers and their beneficiaries. Trustees also should determine if the countries involved adhere to recognized international worker and human rights, the committee said.

Unions create new outlets for retirees

Councils aimed at involvement

Bal Harbour, Fla.

Union retirees seeking more involvement in labor and community services activities on the state and local level soon will have that outlet courtesy of the state federations and central bodies.

Following up on an Executive Council resolution in May 1992, the AFL-CIO Committee on Older and Retired Union Members has developed three types of organizations — AFL-CIO at-large retiree clubs, local retiree councils and state retiree councils.

The organizations, encouraged by retiree efforts by national and international unions, are built on the premise that one may retire from the job without retiring from the labor movement.

Committee Chairman George Kourpias of the Machinists told the council that the AFL-CIO at-large retiree clubs, to be established by central labor councils, "will be open to retirees from AFL-CIO unions who aren't able to join clubs chartered by their national or international unions."

"Local retiree councils, also established by central labor councils, will be made up of representatives from union retiree clubs in the central labor council's jurisdiction," he said. "State retiree councils created by the state AFL-CIO will be made up of representatives from local retiree councils in the state."

The local retiree councils will plan joint activities and affiliate with local central bodies, Kourpias said, and state councils will be active in coordinating political, legislative and other activities.

A $75,000 grant from the U.S. Administration on Aging has provided start-up funds for the project. In addition, an organizing plan using AFL-CIO staff from COPE and the departments of Community Services and Organization and Field Services is in place.

Per capita and/or dues assessment, as well as voting procedures, are to be established by the clubs and councils. Proposed bylaws and organizing guidelines have been put together and are available from the AFL-CIO Department of Community Services.

To facilitate the creation of the new organizations, the council passed two statements urging state and local central bodies to establish the retiree clubs following adoption of AFL-CIO model bylaws or other bylaws at least as effective as those.

Union Privilege adds travel plan and shopper programs

Bal Harbour, Fla.

Union Privilege has added several programs to its lineup and is expanding successful programs in a continuing effort to serve union members, UP President David Silberman told the Executive Council.

Union Driver & Traveler has been developed to combine the advantages of an auto club, car repair/discount service and a travel service into one program, Silberman said.

The program includes discounts with Hertz Rent-A-Car, access to the Cross Country Motor Club for emergency roadside service, the Preferred Car Care System for automotive repairs, Union Privilege Travel Plus and the Travel America at HalfPrice Directory.

Union Shopper, designed to help members make educated buying decisions, will offer significant savings on many brand-name items. The Union Shopper Buying Network helps union members comparison shop by phone on such items as household appliances and tools, furniture, exercise equipment and sporting goods, electronic equipment and jewelry and apparel.

Union Shopper's Autoptions Car Buying Service makes available to members price reports on union-made cars and can negotiate sales or lease prices for those cars.

In addition, the Union Shopper plan includes savings on eyecare, prescription drugs, movie tickets and recorded music.

"We also are seeking to communicate better with our members through our UnionPlus magazine, now in its third issue," Silberman said. "We are trying to show members that they can use their union to get an extra advantage."

Another popular Union Privilege program has been expanded, Silberman told council members. The mortgage program, which has closed $227 million in loans since its 1991 inception, adds a real estate component in March.

Union members selling their homes through a participating Century 21 sales office will receive a 0.5 percent reduction in the sales commission, while home buyers who use the mortgage and real estate portions of the program will not be charged for an appraisal and credit report.

"Union Privilege Mortgage and Real Estate can add up to real savings for members," Silberman said. "The combined savings from buying and selling through the program can easily equal $700 or more."

Silberman also reported that the Union Privilege MasterCard, with its 11 percent interest rate, continues to be the most popular program. The program gained 400,000 new cardholders in 1992, he said, and now stands at 1.8 million cardholders.

Unions show partnerships help companies, workers

By Michael Byrne
Bal Harbour, Fla.

Unions are prepared to show how they can solve the problems of U.S. competitiveness, three AFL-CIO vice presidents said.

Describing the innovative cooperative efforts their unions have developed with employers, Presidents Jack Sheinkman of the Clothing and Textile Workers, Morton Bahr of the Communications Workers and Lynn Williams of the Steelworkers said U.S. companies improve their standing in the global economy by making workers full partners in their enterprises.

The union leaders, in a briefing for the press, stressed that successful cooperative programs require management to give workers a true voice in decision-making, and criticized efforts by some companies to use the participation scheme as a means to thwart unionization.

''Recognition of the union is key,'' Williams said. ''The evidence from Europe is overwhelming — cooperation has bred success. Germany's labor code promotes labor-management cooperation, and Germans have benefited tremendously. U.S. companies must recognize the benefits of collective bargaining.''

Cooperative programs at unionized companies have drawn praise from Labor Secretary Robert Reich, who said the Clinton administration would seek to extend such successful programs as those by the UAW and GM at Saturn, ACTWU and Xerox, and the USWA and Allegheny Ludlam, among others.

> *''We are showing that unions add value... We believe we can forever change labor-management relations through greater worker participation.''*
>
> **— Morton Bahr, CWA President**

''Countless studies show that productivity is improved by providing workers with a greater degree of participation and voice,'' Reich said.

The USWA recently offered to open negotiations early with major steelmakers and said it would seek long-term contracts patterned after its successful agreement with National Steel, the only 100 percent union steelmaker in the country, Williams said.

National Steel has credited its unique agreement with the USWA, in which the company has vowed not to lay off its employees while sharing financial information with the union, with turning the fortunes of the company around. Since emerging from bankruptcy protection, the company's productivity and profits are up.

In addition, the company and the union are working together on mutual concerns, such as trade and health care issues. The USWA has joined other steelmakers in a legislative initiative for national health care reform.

Williams noted that too often the company has turned to the union only when it was in trouble, leading to employee stock ownership plans and other participatory programs that have benefited labor and management. Now the union is offering to help the companies before they get in trouble.

''We believe that we should come together and establish a pattern for the future,'' Williams said. ''This can only occur on the basis of partnership, in which workers are genuinely empowered.''

Worker involvement is the key ingredient of a new ''workplace of the future'' provision in the recent agreement with AT&T negotiated by CWA and the Electrical Workers. An implementation meeting for the innovative agreement is scheduled March 8 in Piscataway, N.J., where Reich is expected to be the featured speaker.

''With this new agreement, we are showing that unions add value to the telecommunications industry,'' Bahr said. ''While workers have every reason to be skeptical — beaten up as they've been since the industry was deregulated — we believe we can forever change labor-management relations through greater worker participation.''

The agreement sets up labor-management teamwork at four different levels:

- Workplace models, to encourage local unions and managers to identify and develop new approaches to managing change in the workplace.
- Business unit/division planning councils, to facilitate union participation in business decisions about development and deployment of new technologies and work structures.
- A constructive relationship council, to review programs and pilots that relate to contractual agreements.
- A human resources board, to address broad, strategic, global human resources and business issues.

ACTWU's award-winning program with Xerox was established in 1981, when the union asked the company for a chance to propose alternatives to a plan to lay off 180 workers and subcontract the work of the wire harness division.

When the union came back with a plan to save $3.7 million and improve productivity, Xerox agreed with the union proposal to establish, through collective bargaining, study action teams throughout the company. The result has been a turnaround in Xerox's fortunes in the copier industry, in addition to a happier, more secure work force.

''The key is that it is a true partnership with workers,'' Sheinkman said. ''We are playing an active role in the success of the company. These programs require the company to deal with workers with respect and honesty.''

Outlook brightens for workplace safety and health gains

Bal Harbour, Fla.

The AFL-CIO hopes to achieve real gains on job safety and health issues this year, focusing on legislative initiatives to reform the Occupational Safety and Health Act and on heightening public awareness with the annual observance of Workers Memorial Day.

Steelworkers President Lynn Williams, chairman of the AFL-CIO Committee on Safety and Occupational Health, told the Executive Council that OSHA reform bills, expected to be introduced soon, are likely to be similar to those from the last Congress, which were reported out of committee but died without further action.

Williams said Congress would look at coverage for federal and postal workers in addition to strengthening OSHA protection for construction workers.

Williams said the federation will be working with the new administration on other important safety and health issues, including an ergonomics standard, the lead standard for construction, occupational exposure to tuberculosis and union involvement in the settlement of OSHA enforcement cases.

Williams and his committee plan to meet with Secretary of Labor Robert Reich to express the federation's concerns and to seek support for reform legislation.

Reich, meeting with the council Feb. 16, addressed a wide range of job safety and health issues, including his support for worker safety and health committees on the job.

''The lack of enforcement personnel obviously is a problem,'' Reich said. ''That's why the worker committees make sense. We should utilize the work force to help us identify and correct these problems on the job.''

The epidemic of cumulative trauma disorders on the job and the need for an ergonomic standard was pointed out to Reich by Communications Workers President Morton Bahr, who urged the new labor secretary to read the testimony heard last year by an OSHA subcommittee headed by Rep. Henry B. Gonzalez (D-Texas).

Responding to a plea from AFSCME President Gerald W. McEntee, Reich also said he would look into the problems of public employees who are not covered under the federal OSHA, and who must depend on the patchwork protections afforded by some states.

April 28, Workers Memorial Day, will repeat its focus in 1993 on the overwhelming need to stop jobsite carnage, with activities designed to rally support for such job safety and health measures.

Williams unveiled the slogan for this year's campaign, ''Fight for the Living,'' and passed out informational material to the council.

Materials have been gathered into kit form and are available from the AFL-CIO Department of Occupational Safety and Health, 815 16th Street N.W., Washington, D.C. 20006; phone 202/637-5366.

As in years past, Williams said, affiliated unions and their locals are encouraged to develop and organize activities in their communities and workplaces to mark the day.

The federation will be working to arrange jobsite visits for selected members of Congress to educate them about safety and health issues and the need to overhaul the OSHA law.



Raymond Crowell/Page One Photography

An air tank system in the Teamsters' mobile classroom for hazardous materials handling and training is checked out by AFL-CIO Director of Occupational Safety and Health Peg Seminario, along with (from left): Tony Cannestro, president of IBT Local 769 in Miami; Larry McDonald, director of the IBT construction division; IBT President Ron Carey; and John Taylor of IBT Local 390 of Miami. The truck, funded through the National Institute for Environmental Health Sciences, was in Bal Harbour, Fla., during the Executive Council meeting.

AFL-CIO urges pressure to stop China repression

By James B. Parks

The AFL-CIO urged the Clinton administration to apply political and economic pressure, coupled with support for internal democratic forces, to bring about change in China, the world's largest dictatorship.

The federation's Executive Council, meeting in Bal Harbour, Fla., reaffirmed its support for revoking China's most-favored-nation status until it ''fully adheres to internationally recognized human and worker rights standards.''

The council also called for reversing the Bush-era policy of actively supporting China's membership in the General Agreement on Tariffs and Trade.

The previous administrations' support of China has led to an $18 billion trade deficit that cost some 360,000 U.S. jobs, the council said. The World Bank has provided $2.5 billion in loans, more than was granted to any other country last year.

The council rejected the arguments used to justify support of China's tyrannical leaders — that capitalism is a sole precondition to democracy and that other nations will trade with China if the United States does not.

''Throughout Asia, free markets comfortably coexist with dictatorships far more often than with democracy,'' the council said. The second point ''argues for an amoral policy that is offensive to our nation's democratic values.''

''Eventually, as in Central and Eastern Europe and the Soviet Union, the Communist dictatorship will fall in China because of internal opposition, including China's brave, democratic trade unionists,'' the council said. ''They and other democrats in China have asked foreign governments to cease assisting their oppressors with trade privileges, loans and other assistance.''

The council also called for the establishment of a Radio Free Asia, with broadcasts to China and to Asia's other dictatorships and for moral and material support for the the democracy movement and its ''incipient free trade unions.''

Nicaragua's failures

The council also condemned Nicaragua's failure to protect worker rights. The democratic labor movement, which was instrumental in the election of President Violetta Chamorro, has withdrawn its support because the government has become ''hostage to the surviving Sandinista apparatus.''

The Sandinistas, without government interference, have practiced discrimination, intimidation and reprisals against trade unionists, the council said. These actions violate internationally recognized labor rights and are grounds for cutting off trade privileges, the council said.

The council called on Chamorro's government to ''be true to the democratic principles on which it was elected by taking immediate measures to ensure freedom of association and to protect free trade unions and their members from organized harassment and intimidation.''

More help for Somalia

The council praised the humanitarian effort in Somalia as ''appropriate and necessary.'' But it warned that military intervention alone is not enough. A comprehensive effort is needed to achieve peace and stability.

The federation called for continued U.S. military presence until the inter-clan fighting has stopped, participation by the United States in a U.N. multinational force to replace the U.S. troops, as well as a U.N.-sponsored peace conference.

To prevent future disasters, sustained international humanitarian aid and a program for the production of food and the revival of Somalia's economy are needed, the council noted.

Han Dongfang to receive human rights award

Bal Harbour, Fla.

Han Dongfang, who suffered nearly two years in the Chinese prison camp system for daring to form a free trade union, was selected by the AFL-CIO Executive Council to receive the 1993 George Meany Human Rights Award.



Han

Han, a 30-year-old railroad worker, founded the Beijing Workers Autonomous Federation during the height of the Tiananmen Democracy Movement in 1989 and ''was the acknowledged leader of a nationwide movement among workers seeking freedom of association and democracy,'' AFL-CIO President Lane Kirkland said.

Jailed during the crackdown on pro-democracy forces, Han was tortured and deliberately exposed to tuberculosis infection.

Given improper medication, he suffered two relapses before the Chinese released him, near death, in 1991.

Still ill, Han mounted a courageous demonstration against legislation banning independent labor organizations. He was beaten by police and he and his pregnant wife were threatened. Despite promises by Chinese officials that Han would be allowed to seek medical assistance in the West, he was refused permission to leave until the summer of 1992.

Han arrived in the United States Sept. 17, moving to a community near Princeton University, where his wife gave birth to a boy who is under medication because of the TB infection. Han faces surgery for the ailments inflicted on him.

In a meeting last year with Kirkland and International Affairs Director Charles Gray, Han vowed to return to China to renew his campaign for workers' rights. Meanwhile, he is working to raise funds to support the free trade union movement in China.

Han is the second Chinese dissident in four years to be awarded the Meany prize. Fang Lizhu, a physicist expelled from China for his pro-democracy writings and speeches, received the 1990 award.

Council firm on sanctions in S. African freedom fight

Bal Harbour, Fla.

Sanctions against South Africa's apartheid regime should continue pending the outcome of political discussions between the African National Congress and the government, the AFL-CIO said.

The federation's Executive Council adopted the recommendation of its South Africa committee, which reported that the request to retain the sanctions came from the South African unions.

Free trade unions through the Congress of South African Trade Unions (COSATU) have become a prime participant in the democracy movement, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the council.

The unions have grown in numbers and in internal strength, and are a major force in the African National Congress, he said. The ANC, headed by Nelson Mandela, is negotiating with the current government to shape a new federal structure.

Donahue and African-American Labor Center Director Patrick O'Farrell were part of a 50-member International Confederation of Free Trade Unions delegation that visited South Africa Feb. 1 to study the issue of violence. His discussion of the trip was part of the overall report of the South Africa committee, chaired by UAW President Owen Bieber.

The delegation found evidence that the South African government is ''directly and indirectly responsible for the violence prevailing in the country,'' the ICFTU reported. Evidence showed police involvement, particularly in Natal, and of the targeting of trade unionists.

The findings coincided with Mandela's explanation that ''violence was triggered by those afraid of democracy who fear losing the privileges they enjoy under apartheid,'' according to an ICFTU statement.

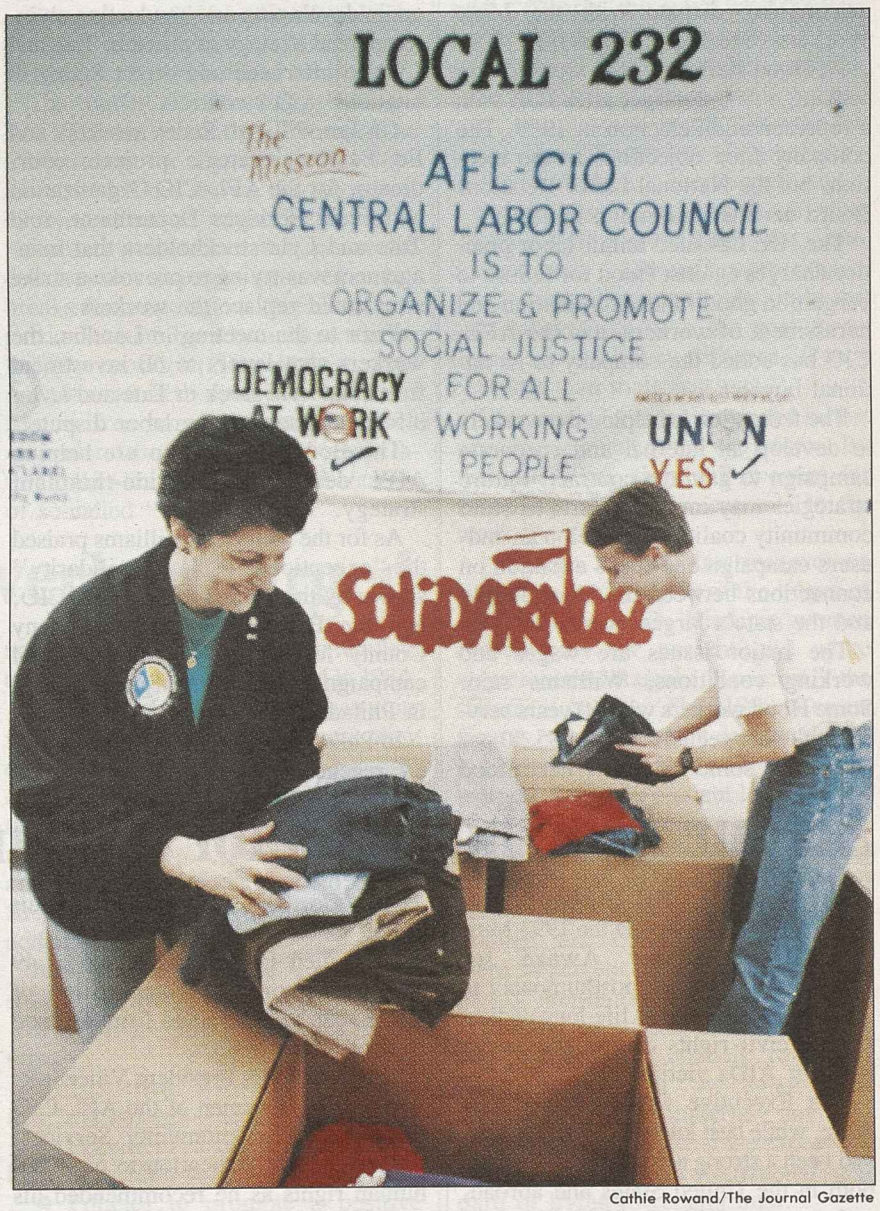
The delegation was the largest ICFTU group to visit any country, reflecting the concern within the international labor community for political and trade union democracy in South Africa. Canadian Labour Congress President Robert White and ICFTU General Secretary Enzo Friso led the group.

The delegation met with Mandela and was briefed by Jay Naidoo, general secretary of COSATU; Cunningham Ngcukana, general secretary of the National Council of Trade Unions; and Justice Richard Goldstone, who investigated the problem of violence in South Africa.

Mine Workers President Richard Trumka, who visited South Africa in November, said miners are optimistic about the political future of the country and are looking forward to participating in the process for change.

''The black trade unionists want to know how to run elections, how to do political campaigns, and they need our help,'' Trumka said.

Donahue said O'Farrell and COPE Director John Perkins were working to develop political action projects with various affiliated unions, which could send technical support to sister unions in South Africa.



Cathie Rowand/The Journal Gazette

Trade unionists Sally Zuber and Rob Baller of the Northeast Three Rivers AFL-CIO package 1,400 pounds of clothing for shipment to the Organization of Aid for the Unemployed in Plock, Poland, the sister city of Fort Wayne, Ind. Plock's unemployment rate stands at 50 percent, according to Poland's labor federation, Solidarnosc.



Steve Yarmola/AFL-CIO News

The AFL-CIO and the Japanese labor federation, Rengo, agreed to work together to prevent anti-union and anti-worker practices by multinational corporations headquartered in the United States and Japan. The joint statement was signed Feb. 11 by the federation presidents, Lane Kirkland and Akira Yamagishi, in a meeting prior to the Executive Council session in Bal Harbour, Fla.

Strategic Approaches takes on new causes

By James B. Parks

The AFL-CIO's Strategic Approaches Committee, fresh off the trail of two major victories, has reaffirmed its commitment to ongoing labor fights and taken on several new causes.

Steelworkers President Lynn Williams, chair of the committee, told the Executive Council meeting in Bal Harbour, Fla., that the federation is coming to the assistance of some 850 Allied Industrial Workers at the A.E. Staley Co. plant in Decatur, Ill., and 400 Electronic Workers at Hood Furniture Co. in Mississippi.

Immediately after Williams' report, the committee met and agreed to help in an international campaign against the London parent of Peabody Coal Co. in an ongoing dispute with the Mine Workers (**See story, Page 1**).

At Hood Furniture, the workers are seeking a first contract after IUE won a representation election in 1989. The company filed objections to the election, but the National Labor Relations Board certified the union in 1991.

The IUE has filed unfair labor practice charges against Hood for failure to bargain in good faith, intimidation and harassment of workers, and the AFL-CIO has added the company to its national boycott list.

The federation is helping the workers to develop an internal and corporate campaign to gain the contract. Future strategies may include efforts to build community coalitions, develop an end-users campaign and focus attention on connections between the Hood family and the state's largest bank.

The major issues are wages and working conditions, Williams said. Some Hood workers with 10 years service make between $4.50 and $5.50 per hour and some of them need food stamps to feed their families, he said.

Despite the support of the Mississippi State AFL-CIO and the Southern Christian Leadership Conference, the company's owners still refuse to negotiate. Letters of concern also have been written by the AFL-CIO Civil Rights Department and the Coalition of Labor Union Women.

The Staley workers have been without a contract since Sept. 30, 1992. The company, which makes cereal sweeteners and starches, has proposed job cuts and benefit cuts amounting to $3 per hour. Its parent is the British corporate giant Tate and Lyle, which also owns Domino Sugar, G.W. Sugar and Canada's Redpath Sugar.

The AFL-CIO is assisting the workers in developing and conducting an international strategy to pressure Tate and Lyle to intervene and direct Staley to negotiate a fair contract.

On Jan. 27, two Staley workers and Ed Feigen, strategic projects coordinator for the AFL-CIO Organization and Field Services Department, told Tate and Lyle stockholders that management was trying to provoke a strike so it could replace the workers.

Prior to the meeting in London, the workers sent letters to 60 investment firms that hold stock in Tate and Lyle, informing them of the labor dispute.

The Boilermakers also are helping AIW develop an inside-the-plant strategy.

As for the victories, Williams praised the ''exceptional display of solidarity'' shown by the Pennsylvania AFL-CIO, and the Philadelphia and Allegheny County federations in the successful campaigns at the Pittsburgh Press and in Philadelphia.

In Philadelphia, AFSCME city workers reached agreement and avoided a strike in a ''tough confrontation with a high-profile mayor who sought to make AFSCME members the scapegoat for the city's severe budget problems,'' Williams said. The contract covers some 16,000 workers.

At the Pittsburgh Press, the Teamsters were on strike for seven months while a lockout was imposed on nine locals of six other unions: Graphic Communications, Communications Workers, Service Employees, Operating Engineers, Machinists and Electricians. The settlement came only after the Press was sold.

The committee is continuing to coordinate and assist strikers at Las Vegas' Frontier Hotel, where workers have been out for 17 months. Not a single striker has crossed the line, Williams said, and 90 percent still report for 36 hours of picket duty each week.

Their determination was saluted Dec. 5 in a massive march of 20,000, which the AFL-CIO staff assisted in organizing.

Federation staff and the Los Angeles AFL-CIO also are coordinating activities to assist the AFT in its dispute with the Los Angeles School District. The union postponed its Feb. 23 strike to consider a mediation plan submitted by state House Speaker Willie Brown (D).

In addition to Williams, committee members are Presidents John J. Sweeney of the Service Employees, William H. Wynn of the Food and Commercial Workers, Gerald W. McEntee of AFSCME, Elmer Chatak of the Industrial Union Department, Jay Mazur of the Ladies' Garment Workers, George Kourpias of the Machinists, Richard L. Trumka of the Mine Workers and James J. Norton of Graphic Communications.

Arthur Ashe honored for humanitarian service

Bal Harbour, Fla.

The AFL-CIO awarded the 1993 Murray-Green-Meany Award for humanitarian service posthumously to Arthur Ashe, citing his life-long dedication to civil rights causes and recent help for AIDs victims.

The Executive Council noted that Ashe, while best known as a tennis star, had been a strong activist for civil rights both in the United States and abroad, and was a good friend of labor throughout his life.

In 1975, after he won world recognition as winner of the Wimbledon title, Ashe supported a strike at Head Ski and Tennis Co., the makers of the tennis racket that bore his signature.

Ashe died Feb. 6 at the age of 49 from pneumonia, a complication of AIDS that he contracted from a blood transfusion in 1983.

Letter Carriers President Vincent R. Sombrotto, chairman of the AFL-CIO Committee on Community Services, praised Ashe's dedication to civil and human rights as he recommended his selection for the award.

''Arthur Ashe did not rest on his laurels,'' Sombrotto said. ''His gifts as a tennis player brought him many rewards. But he believed responsibilities go with those rewards and his life reflected that belief.''

The Murray-Green-Meany award will be presented posthumously to Ashe during the 31st National AFL-CIO Conference on Community Services in Washington July 19-21.

The award is presented annually and is named after Philip Murray, former president of the Congress of Industrial Organizations, William Green, former president of the American Federation of Labor, and George Meany, former president of the merged AFL-CIO. It was awarded initially in 1947 to World War II General Omar Bradley.

UMWA counts on solidarity in coal dispute

Continued from Page 1

at a struck Peabody facility in southern Indiana was arrested after he held a 15-year-old boy at knife point for trespassing. At another Indiana operation, a company bus ran through a picket line, injuring several marchers.

Trumka told a news conference that Peabody has been trying to circumvent the union's contract with the BCOA by setting up holding companies. When it opens a new mine, rather than employing UMWA members, the company maintains that the contract does not apply, since it is a different company, he said.

Before the scheduled opening of negotiations, Trumka said, the union requested 62 different pieces of information, including a corporate organization chart and details on the company's health care spending. Peabody refused to give the information and the union struck over unfair labor practices.

The union has had no real negotiations with the BCOA on new contract terms to replace those that expired Feb. 1, Trumka said. Without the information it has requested, the union cannot resolve questions about BCOA's composition and what companies it represents, he added.

Unaffected by the strike are four coal companies who comprise the Independent Bituminous Coal Bargaining Alliance. Members of the IBCBA — Drummond Co., Jim Walter Resources Inc., Westmoreland Coal Co. and U.S. Steel Mining — began negotiating with the UMW in October on a wide range of cooperative initiatives. Those contracts were extended 60 days after the expiration date.

The strike currently is limited to facilities operated by Peabody, the nation's largest coal producer, and its sister firm, Eastern Affiliated Coal Corp. Any decision on spreading the walkout to other companies ''depends entirely on whether the BCOA companies are prepared to bargain,'' Trumka said.

Labor Secretary Robert Reich has expressed interest in the strike, Trumka said. Reich has been briefed by Federal Mediation and Conciliation Service Director Bernard DeLury, who has been trying to resolve the dispute.

One aspect of the AFL-CIO's effort on behalf of the UMWA will be an international campaign designed to force Peabody's parent, the British conglomerate Hanson PLC, to intervene and direct the company to negotiate. Peabody is a wholly owned subsidiary of Hanson.

As part of the campaign, the AFL-CIO will seek the aid and support of British trade unions. A similar strategy with European unions was very successful in the coordinated campaign to gain a contract for Steelworkers at Ravenswood Aluminum. The campaign spotlighted the business connections of Ravenswood owner Marc Rich.

The federation currently is using that strategy in another Strategic Approaches campaign at an A.E. Staley Co. plant in Decatur, Ill. That company is owned by another British corporate giant, Tate and Lyle.

British trade unions and French farmers also are backing the Teamsters in their struggle to gain a contract with Diamond Walnut Growers Inc., supporting an international boycott of Diamond walnuts. About 40 percent of Diamond's sales are in European exports.

Free states fight union restrictions

By Sharolyn A. Rosier

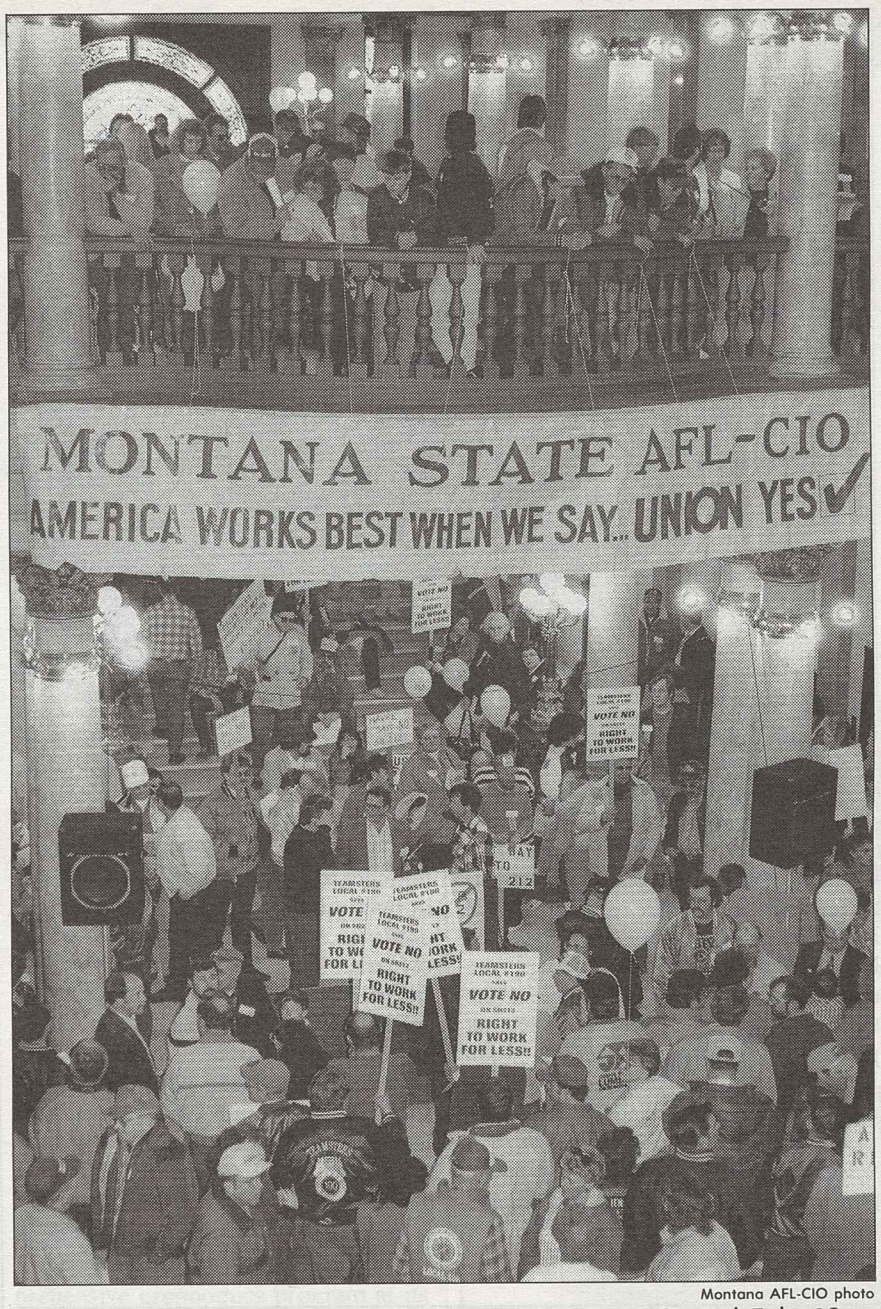
Enhanced by Republican gains in the 1992 state elections, anti-labor legislative initiatives are on the rise around the country, the AFL-CIO Executive Council was told by its subcommittee on restrictive legislation.

"For the remainder of the decade, labor can expect to be fighting pitched battles with these formidable forces," subcommittee chairman William H. Wynn, president of the Food and Commercial Workers, told the meeting in Bal Harbour, Fla. "If legislative takeaways are to occur, they will happen far more frequently at the state rather than at the federal level."

One such battle is in Montana, where thousands of trade unionists rallied Feb. 12 at the state Capitol in Helena, vowing to "Stop Right to Work." The rally was held on the first day of hearings on legislation that would abolish free collective bargaining in Montana and impose so-called "right to work."

Such legislation also has been introduced in Colorado, Michigan, New Hampshire, Oklahoma and Rhode Island.

The Montana rally, organized by state AFL-CIO President Don Judge, gathered one of the largest crowds ever at the state Capitol, and 42 workers testified against the bill. The so-called "Worker Freedom Act" only has seven sponsors. Democrats lost control of the House in Montana but still control the Senate.



Montana AFL-CIO photo

Thousands of union members rallied at the Montana Capitol Feb. 12 to protest the introduction of a so-called "right-to-work" measure.

Wynn said he expects that the Democratic-controlled legislature in Virginia, already a "right-to-work" state, will defeat a proposal to enshrine the ban on union security clauses in the state constitution.

In Colorado, where Republicans control both houses of the legislature, right-to-work legislation is pending but passage is dubious.

Ending a two-year legislative battle in New Hampshire, labor handed right-to-work forces a resounding 19-4 defeat in the Senate. That followed a House rejection of the measure by a 100-vote margin. A grass-roots campaign directed by state AFL-CIO President Mark MacKenzie preceded the vote in both chambers.

The Michigan state House, which previously was controlled by Democrats, is now evenly split, Wynn reported. While the state Senate and the statehouse are GOP controlled, opposition remains strong in the House, he said.

Democrats control both legislative chambers in Oklahoma and are poised to defeat right-to-work legislation there, Wynn said.

"Louisiana is a state where there is a possibility of modifying the existing right-to-work law with 'fair-share' legislation," Wynn said.

"Fair-share" legislation would leave the ban on union security clauses in state law, but would allow the union to be reimbursed for expenses in representing non-members, as unions are bound to do by federal law whether or not the state allows the union to collect agency fees from non-members.

Other states with fair-share legislation pending are Arizona, Mississippi, Nebraska, Tennessee and Virginia.

The council also heard a report from Brian Dabsen, executive director of the Corporation for Enterprise Development, which has shown the advantage of free collective bargaining states.

Dabsen pointed out that economic development strategies centered on tax breaks for corporations that locate in a particular state have been shown to be losing propositions. He said these states are not as attractive places to work and live as free bargaining states, which engender labor-management cooperation rather than the harsh confrontation of so-called "right to work."

Telecommunications policy overhaul urged

Bal Harbour, Fla.

The AFL-CIO called for an overhaul of the nation's telecommunications policy to end the "gridlock and inconsistency" that have marked the federal government's response to industry concerns over the past 12 years.

The first step in that effort should be the establishment of a national commission of industry, labor, academia, consumers and government representatives, which would be charged with developing recommendations for a coherent federal policy in telecommunications, the Executive Council said.

Creation of such a panel was proposed by President Clinton last April in an address at the Wharton School of Business.

Currently, decision-making apparatus for telecommunications is spread among several government bodies — the White House, the Commerce Department, the State Department, the Federal Communications Commission and the federal courts — resulting in inconsistency, the council said in a statement.

"Each has been making important decisions on a case-by-case basis without any guiding strategy or direction," it noted.

Meanwhile, the industry has been undergoing vast change and upheaval, the council said, citing the break up of the Bell system and deregulation of much of the industry, as well as the flood of imported equipment that has hit the market.

"Some 200,000 workers who had high wages, good benefits and trade union representation have lost their jobs as a result," it noted.

Senate Majority Leader George Mitchell (D-Maine), answering a question posed by Communications Workers President Morton Bahr during the council meeting, said he would support the efforts of Sen. John B. Breaux (D-La.) to establish the blue-ribbon panel. Bahr noted that the last legislation to regulate telecommunications was passed in 1934.

The telecommunications industry, its work force and the consumers they serve no longer can afford the consequences of government by improvisation, the council said. "A national commission with a broad-based composition and a sensible mandate would be the first step in the right direction," it added.

Among the areas the commission should examine are:

- National information infrastructure.
- Universal, affordable access to new and emerging technologies.
- Policies to encourage a unionized, high-skill, high-wage work force.
- Policies to promote a positive trade balance, especially in equipment manufacture.
- Policies to promote a level playing field in competitive telecommunications services.

Labor seeks minimum pay raise, equity

Bal Harbour, Fla.

In a series of statements, the AFL-CIO Executive Council reaffirmed the federation's commitment to fair and equitable wages and salaries.

The council urged Congress to raise the minimum wage and to update the Fair Labor Standards Act "to advance the interests of America's workers and promote employment."

In a separate statement, the council called for full pay equity among men and women, recognizing the 30th anniversary of the Equal Pay Act, which outlawed wage discrimination based on gender.

"We urge Congress to update the minimum wage in two annual 50-cent per hour steps and index it thereafter to 50 percent of average hourly earnings," the council said, calling also for a raise in the overtime premium to double-time for hours worked over 40 per week.

The council pointed out that the minimum hourly wage, increased to $4.25 nearly two years ago, "would be at $5.35 today if it had maintained its traditional relationship to average hourly earnings."

Noting that the salary test for exempting executive, professional and administrative employees has not been revised since it was set at $250 a week in 1975, the council also called for the secretary of labor to link the standard to an appropriate multiple of the minimum wage.

"When these exempted employees work more than 60 hours in a week, as many do, they are actually earning **less** than the minimum wage," the council said. "Clearly, this is not what the Fair Labor Standards Act intended."

The Equal Pay Act, signed into law June 11, 1963, by President Kennedy, was "a milestone in the struggle for fairness and dignity for all Americans in the workplace," the council said.

But pay disparities persist even with "such a solid law on the books," the council said. "Although women have nearly tripled their participation in the paid labor force over the past three decades, overall they still earn 30 percent less than male workers."

Women and minorities are the fastest growing segment of the work force. By the year 2000, they will account for two-thirds of all new entrants to the work force.

"In 1991, African-American women earned only 62 percent of the wages of white males, while Hispanic women earned only 54 percent and white women earned roughly 69 percent," the statement said. "The 1990 Census figures, the most recent data available, indicated that Asian/Pacific Islander women earned 30 percent less than the pay of white males."

Unions, meanwhile, continue to use the collective bargaining process to lessen pay inequities, the council pointed out. Union women's wages were 34 percent higher overall than the pay of non-union women.

Pointing to the economic benefits of pay equity, the council reiterated labor's position that "we cannot afford to undervalue and underpay any segment of the work force if we expect our economy to grow and our national standard of living to remain high."

The council also urged Congress and President Clinton to proclaim June 10, 1993, as "Equal Pay Day" to underscore the nation's continuing commitment to equality and fairness.

Public workers hopeful on bid for bargaining

Bal Harbour, Fla.

The AFL-CIO Public Employee Department's executive council expressed optimism that the new Clinton administration would help gain collective bargaining legislation and other needed improvements for public employees.

Noting that approximately 5.7 million of the 15.5 million state and local government employees are denied basic rights to bargain collectively, a report to the council concluded that "federal legislation is needed to extend the right to collectively negotiate to public employees and bring the United States in line with international standards for labor rights."

The 9.8 million public employees with collective bargaining rights live in states that have passed collective bargaining laws. Those without legal protection for collective bargaining live in Arizona, Arkansas, Colorado, Georgia, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Texas, Utah, Virginia and West Virginia.

The changing of the guard in the White House has begun to bring about new strategies on privatization, another report revealed. Pro-privatization forces have begun to turn their attention to state and local political bodies where Republicans made significant gains in 1992 elections.



Raymond Crowell/Page One Photography

Rep. Steny Hoyer (D-Md.), center, confers with Presidents Albert Shanker of AFT and John Sweeney of the Service Employees at the Public Employees Department executive council meeting.

At the request of the Michigan AFL-CIO, the PED testified against privatization before the Michigan House of Representatives. In addition, a coalition led by Michigan state public employee unions drew nearly 2,000 people to the steps of the state capitol, protesting plans by the Republican Gov. John Engler to privatize services in virtually every department of state government.

The PED's Tax and Economic Development Committee outlined several pressing issues, including tax/revenue raisers, funding for infrastructure projects and investment tax credits.

The PED also maintained its commitment to ensure that "the $1 trillion in public employee pension funds are used in the best interest of their owners — plan participants and beneficiaries."

Speakers at the meeting included Rep. Steny Hoyer (D-Md.); Art Hamilton, president of the National Conference of State Legislatures; and David Wilhelm, chairman of the Democratic National Committee. Wilhelm, campaign manager of Clinton's presidential victory, is a former PED staff member.



Steve Yarmola/AFL-CIO News

Sen. Daniel P. Moynihan (D-N.Y.) tells Maritime Trades Department prospects are good for maritime reform.

Maritime reform expected to be on deck

Bal Harbour, Fla.

The AFL-CIO Maritime Trades Department urged passage of maritime reform and national health care reform legislation in its executive board meeting here Feb. 11-12.

The department also called for President Clinton to issue an executive order bolstering the U.S. maritime industry through the maintenance of "an adequate American-flag merchant fleet and a domestic shipyard mobilization base."

The board called for retention of the Jones Act cabotage provisions; the creation of a bilateral group to study the future of the Great Lakes/St. Lawrence Seaway System; and greater federal initiatives to open up the cruise line market to U.S.-flag vessels.

The department paid tribute to Jean Ingrao, the retiring MTD secretary-treasurer who was lauded by board members for her years of tireless service to the department. She was succeeded by department administrator Frank Pecquex.

Other resolutions called for the U.S. government to promote international compliance with International Maritime Organization and International Labor Organization maritime standards, and full enforcement of existing cargo preference laws with expanded preference applicability.

MTD President Michael Sacco of the Seafarers predicted that maritime reform legislation would pass this year. Concurring with that assessment were Rep. Gerry E. Studds (D-Mass.), the new chairman of the House merchant marine and fisheries subcommittee, and Sen. Daniel Patrick Moynihan (D-N.Y.), chairman of the Senate Finance Committee.

Studds said the legislation likely would go beyond the package that died in the past Congress. Also addressing the meeting was House Majority Leader Rep. Richard A. Gephardt (D-Mo.).

AFL-CIO President Lane Kirkland, President Lenore Miller of the Retail, Wholesale and Department Store Union, President Owen Bieber of the UAW and Vice President Jack Otero of the Transportation Communications Union also spoke. The board also heard from AFL-CIO Legislative Director Robert M. McGlotten, AFL-CIO Employee Benefits Director Karen Ignagni and Julius Isaacson, president of the Allied, Novelty and Production Workers.

Outside the maritime arena, the board approved resolutions calling for national health care reform; an international trade policy; workplace safety and health reform; a coherent national industrial policy, including jobs creation, retraining and a defense reconversion policy; and a national labor policy to include the enactment of workplace fairness legislation.

Infrastructure, safety issues top TTD agenda

More aid sought for aerospace

Bal Harbour, Fla.

Increased investment in transportation, workers' health and safety, and help for the ailing aerospace industry were among the legislative priorities set by the AFL-CIO Transportation Trades Department during its executive committee meeting.

The TTD called for administrative and legislative action on several issues, including lifting of the employment ban on air traffic controllers fired in 1981; improving Federal Aviation Administration regulations on crash-fire-rescue operations; and reforming federal safety and health standards, with coverage extended to public employees and strengthened for rail workers.

TTD President Walter J. Shea noted that, after a dozen years of neglect and two administrations that promoted anti-worker policies, "we have a real opportunity to rebuild the nation's transportation system and improve health and safety conditions related to it."

The policies adopted by the TTD, if put in place, "would improve the efficiency of our transportation system...and better protect the health safety and well-being of the public, passengers and skilled men and women who operate, maintain and build the system," he added.

Among TTD's legislative goals:

- Increased investment and funding for the nation's transportation infrastructure.
- A ban on the permanent replacement of striking workers.
- Protection against the imprudent use of pension funds for infrastructure investment.
- Development of an identification system for the transport of hazardous materials.

The TTD also heard from Sen. Don Riegle (D-Mich.) on economic and trade issues and from Rep. Bob Carr (D-Mich.), the new chairman of the House transportation appropriations subcommittee.

In a separate action, the TTD called on the Department of Transportation to limit the intrusion of drug testing on workers by reducing test sampling size from the current 50 percent to a level of less than 10 percent.

Shea repeated TTD's opposition to random drug testing, calling the existing federal program "intrusive and punitive." But with the program in place, "it is imperative that worker privacy not be excessively trampled," he said.

Shea pointed out only a very small number of positive tests occurred among airline, railroad and trucking workers, using various sampling sizes.

The smaller samples recommended by TTD "will intrude less on the lives of millions of hard working transportation employees and provide substantial savings to transportation companies, many of which are facing severe economic troubles," Shea said.

TTD made its recommendation in response to the DOT's proposed rule on drug and alcohol testing. The department also urged that greater flexibility on sample size be given to employers and unions where a collective bargaining agreement is in effect.

The TTD represents 28 unions with members in the air, auto, rail, transit, trucking and related industries.

AFA members study USAir pact; Northwest stalled

By Candice Johnson

The Flight Attendants USAir master executive council unanimously approved a settlement with the carrier that balances a first-year pay cut with future wage increases that will reflect "industry standards."

The tentative contract is being outlined to the 9,000 AFA members in a series of "roadshows" at USAir flight attendant bases, with membership ratification to be completed by March 19.

The proposal includes cost-saving measures similar to those agreed to by the Air Line Pilots and Machinists in their settlements with USAir reached last year, the AFA noted. Senior attendants would face a 2.9 percent salary cut in the first contract year, while newer hires would see their wages cut by less than 1 percent.

The 45-month agreement calls for wage increases in the following three contract years, to be based on rates won in the AFA's pact with United Airlines in 1991.

In that settlement, attendants who had not received a pay raise in five years won wage gains of between 8 percent and 21 percent over a 54-month contract term.

The USAir proposal includes a nine-month moratorium on body weight restrictions, a managed care health plan, pension improvements and new stock option and profit sharing opportunities.

USAir has been asking workers to grant temporary wage and benefit reductions in its efforts to stay healthy in what have become increasingly unfriendly skies for U.S. carriers.

At Northwest Airlines, which also has been seeking concessions, six unions organized under the Labor Leadership Forum umbrella released a financial restructuring plan they said would give the carrier and workers a more viable future.

In a letter to union members, the labor group noted that Northwest's plan apparently is to gain labor concessions and then to restructure the debt.

"The 'Trust Us' plan. . . simply does not work," the unions wrote. "It never fully addresses the debt's magnitude, relying instead on a series of band-aid fixes which, though keeping the carrier operating in the short term, create an ever-higher debt repayment burden."

The unions' restructuring plan calls for conversion of some debt into equity, with those lenders becoming owners as well; extended terms on short term loans; and a renegotiation of aircraft leases to more closely reflect market value.

The unions had agreed to provide Northwest with $900 million in concessions over the next three years in exchange for seats on the carrier's board of directors and an equity share. Northwest has not yet accepted that proposal.

Inbrief

Flint Glass Workers sign Corning accord

The Flint Glass Workers and Corning have reached agreement on a three-year contract covering more than 3,200 workers.

The pact includes a 4 percent raise retroactive to Nov. 30, 1992, with raises of 30 cents per hour in January 1994 and 33 cents per hour in January 1995. Also included is a goal-sharing plan that makes all employees eligible for a bonus of up to 10 percent.

Well-baby care, vision care, hearing aid and blood storage are additions to the health plan. Along with the improvements came an increase in insurance payments, to $12.02 weekly for family coverage, and the provision for those retiring after Jan. 1, 1995, to make payments toward insurance costs.

The monthly pension level was increased $6 per month per year of credited service for active employees over the six-year term of the pension agreement, and was raised $3 per month per year of service during that time frame for current retirees. That will raise the monthly formula to $25 per year of service by 1998.

The agreement covers workers in 11 Corning facilities in Big Flats, Corning, Erwin and Horseheads, N.Y.

Strict asbestos rule gains unions' support

AFSCME, the Service Employees and the AFL-CIO's Building and Construction Trades Department have urged the Occupational Safety and Health Administration to write a comprehensive final standard to protect workers from exposure to asbestos.

The unions urged OSHA to adopt a comprehensive building inspection requirement instead of the agency's previously announced presumption approach, in which certain building materials would be presumed to contain asbestos. Labor pointed out that OSHA's approach would not cover many items that might contain asbestos.

In addition, the groups said, the need for inspections is clearly delineated by the General Services Administration, which has surveyed the more than 7,000 buildings in its inventory and which conducts periodic reinspections.

Samsonite to pay, set ergonomics plan

The Samsonite Corp. will pay $495,000 in fines and set up a comprehensive ergonomics program at its Denver plant to settle a case involving Rubber Workers Local 724.

The luggage company, which employs 1,200, also agreed to maintain injury and illness records at the plant in accordance with OSHA regulations and Bureau of Labor Statistics guidelines.

OSHA had proposed $1.6 million in penalties in September 1991, alleging that employees in the Denver plant had been exposed to excessive ergonomic stress, resulting in numerous cumulative trauma disorders.

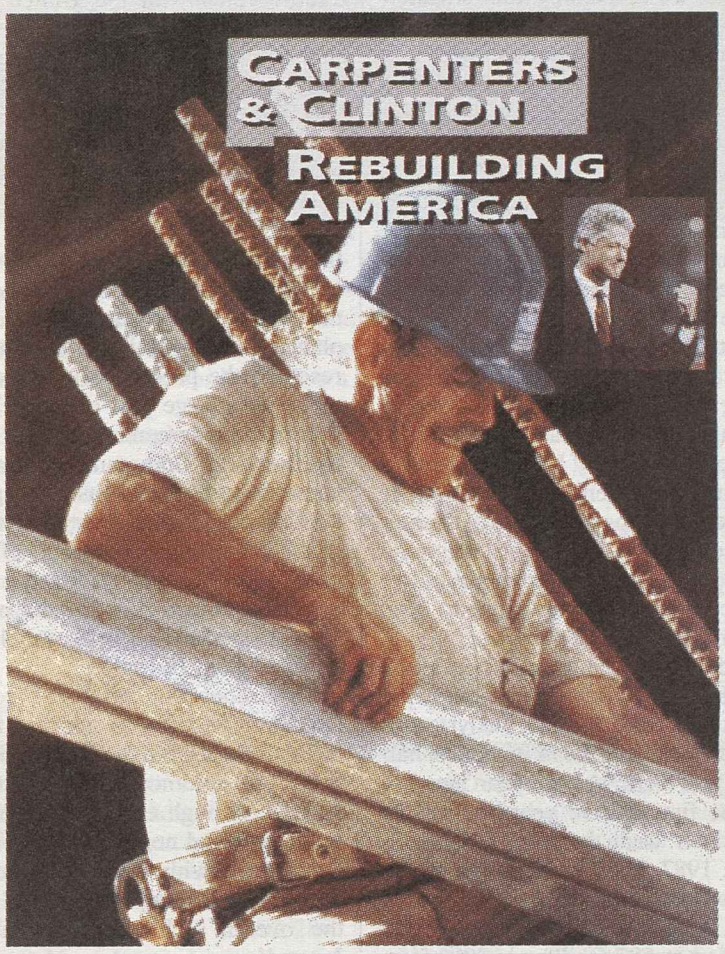
OSHA: Lead standard for construction set

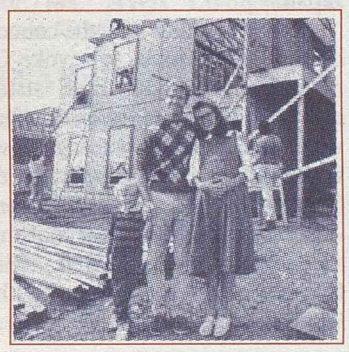
The Occupational Safety and Health Administration said Feb. 16 it would meet the April deadline for an interim standard protecting construction workers from lead exposure.

Congress imposed the deadline in October 1992 as part of the Housing and Community Development Act.

The interim standard, according to OSHA, would combine elements of rules for general industry workers with guidelines developed by the Department of Housing and Urban Development.

The agency hopes to complete a draft standard and forward it to the White House Office of Management and Budget for a final review in early April, according to Charles Adkins, director of OSHA's health standards programs.





WHAT CARPENTERS WILL BE BUILDING WITH BILL CLINTON AS PRESIDENT.



WHAT CARPENTERS WILL BE BUILDING WITH GEORGE BUSH AS PRESIDENT.

The Carpenters political advertising campaign has won an award from the American Association of Political Consultants for a glossy magazine and series of humorous postcards mailed across the country to UBC members in support of the Clinton-Gore ticket. "These ads really helped to get our people involved in the campaign," said Robin Gerber, UBC political and legislative director. The campaign was done for the union by the Bynum Consulting Group.

Teamsters gain many allies in fight with Fisher Scientific

The Teamsters have mounted a campaign against Fisher Scientific, a medical and scientific equipment supplier in Springfield, N.J., which locked out and replaced 77 members of IBT Local 810.

The union had protested the company's move to raise their health care costs by 450 percent.

"There's a word for a medical supply company that locks out and replaces its workers over health care — and it's hypocrisy," said IBT President Ron Carey. "Fisher Scientific makes millions of dollars each year in equipment orders from doctors and hospitals, but the people who fill those orders have been cut off from health care."

The company turned down a less expensive plan proposed by the workers. The workers had been paying up to $97.76 for health insurance, compared to $439.92 proposed by the company.

The workers have received support from throughout the labor movement, as well as from community groups, city councils and medical professionals.

The New York City Council rebuffed a move by Fisher to stop public hearings on the company's policies and practices, then issued a resolution recommending that city agencies that purchase from Fisher Scientific seek other suppliers. The resolution was initiated by council member Castaneira Colon.

City councils in St. Louis, Boston, Philadelphia and Dade County, Fla., have passed similar resolutions.

More than 100 physicians, scientists, researchers and public health officials have signed an open letter to Fisher demanding that the workers be rehired. Dozens of community and civic leaders also have signed the letter.

Fisher is the oldest and largest supplier to the scientific community in the United States.

ECONOMY

Labor proposes remedies to rectify trade imbalance

By John R. Oravec

The United States should take strong actions to reduce the trade imbalances with Japan and China, the AFL-CIO Executive Council said during its mid-winter meeting.

In a series of statements, the council addressed the perplexing trade situation and unfair trading practices of overseas competitors as new figures showed that a surge of imports drove up the 1992 U.S. foreign trade deficit by 30 percent to $84.4 billion. The 1991 trade deficit was $65.4 billion.

U.S. Trade Representative Mickey Kantor said the sobering news of the widening trade deficit "underscores the urgency" of President Clinton's economic stimulus program.

Kantor said that U.S.-made products are "tremendously competitive," but selling them abroad compels "market-opening measures, backed by the rigorous enforcement of U.S. trade laws."

Citing the worsening American trade posture with Japan and China, Kantor pledged that "this administration intends to press both governments to live up to commitments they made to open their markets to our products."

In addition to the overall increase in the U.S. trade deficit in the Commerce Department trade figures, analysts also noted a worsening trend in the last half of the year. The year-to-year increase was the first in five years, since the record U.S. trade deficit of $152.1 billion in 1987.

In worker-intensive manufactured goods, the trade deficit jumped $21 billion, up to $87.6 billion in 1992 from $66.5 billion in 1991. Analysts estimate that for each $1 billion in trade losses, 25,000 potential U.S. jobs are eliminated.

The deficit with Japan rose by 14 percent last year to $49.4 billion and soared by 44 percent with China to $18.3 billion. Meanwhile, the United States rang up a $8.8 billion surplus with the European Community in 1992.

The council called for reducing imports of Japanese autos from the current list of 1.65 million to between 800,000 and 1 million vehicles per year.

The council noted that "promises by Japanese industry and government officials to reduce their country's huge trade surplus with the United States have proved meaningless. Last year, for automotive products alone, the U.S. trade deficit with Japan remained above $30 billion.

"It is long past time for the U.S. government to take strong measures to bring our trade with Japan into balance and thereby preserve American jobs," the council said.

It pointed out that the assembly plants that Japanese producers have transplanted into the United States have not resolved the problem. Imported parts make up a large part of the vehicles.

It cited an agreement worked out by the European Community to limit Japanese imports as a measure to protect the European auto industry that demonstrates "the value of strong, effective government action." Japanese autos, which account for 30 percent of U.S. sales, have only a 15 percent share of the market in Europe.

"We support the efforts of the Clinton administration to address the interest of workers in the highly productive U.S. automotive and related industries through enforcement of U.S. trade laws and negotiation of bilateral agreements with Japan," the council said. "We also support efforts to reduce the overall U.S. trade deficit with Japan."

In another statement, the council calls on the White House to revoke China's most-favored-nation trade status and other trading privileges, noting that "nowhere is U.S. corporate eagerness to invest in tyranny more evident than in China, the world's largest dictatorship."

The council points out that much of the import total of $26 billion in Chinese goods is produced with slave labor and the $18 billion trade deficit costs 360,000 U.S. jobs. "In some product lines, American consumers are hard-pressed to find goods that are NOT made in China."

The MFN status should be withheld until China "fully adheres to internationally recognized human and worker rights standards," the council said.

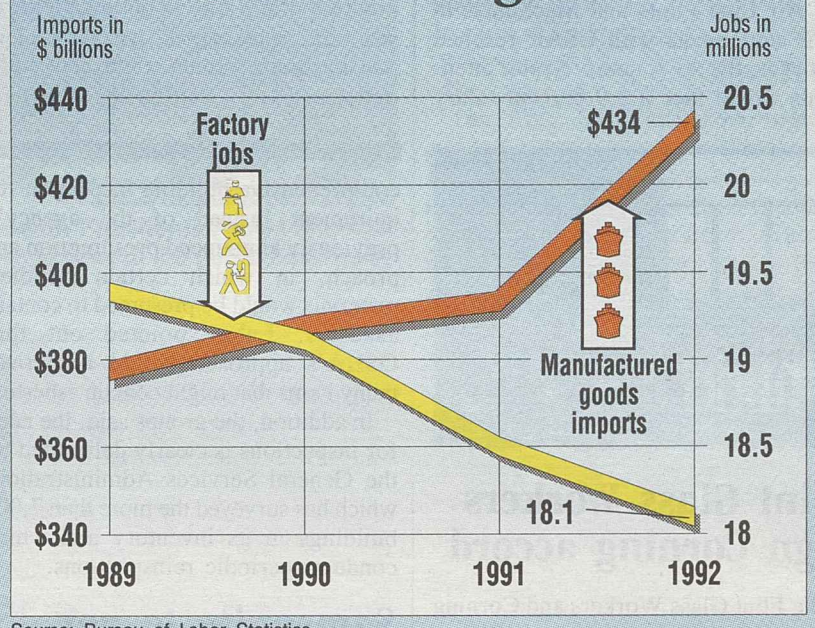
December's trade deficit was $7 billion, with both imports and exports at record highs. Imports amounted to $46.7 billion and exports totaled $39.7 billion.

The Commerce Department said December imports of capital goods rose by $500 million, as did autos, parts and engines. Other import increases include consumer goods, up $300 million, and food, feeds and beverages, up $100 million.

For the month, the shortfall in manufactured goods was $7.9 billion before seasonal adjustment, with imports of $37.7 billion and exports of $29.8 billion. Clothing accounted for $2.3 billion of the imports.

Significant statistics

U.S. factory jobs vs. imports of manufactured goods



Source: Bureau of Labor Statistics

Rising imports of manufactured goods continue to erode U.S. factory jobs, which have dropped from 19.4 million in 1989 to 18.1 million at the end of 1992. During that period, the annual total of factory-made imports has surged from $379 billion to $434 billion.

Foreign trade deficit

1991	$65.4 billion
1992	$84.4 billion

Consumer price index	
January CPI-W	+0.4 percent
Industrial production	
January	+0.4 percent
Durable goods orders	
January	-1.7 percent
Housing starts	
January	-7.2 percent
Retail sales	
January	+0.3 percent

AFL-CIO NEWSGRAFIC

Workers shell out more as consumer prices move higher

The consumer price index for urban wage earners (CPI-W) rose 0.4 percent in January, matching last October's increase, the Bureau of Labor Statistics reported. The index for all urban consumers (CPI-U) advanced 0.5 percent in January after relatively small increases in the preceding two months.

The sharpest price increases came in public transportation, rising 1.6 percent with a jump in airline fares, and tobacco products, rising 2.3 percent because of higher taxes kicking in. BLS analysts said similar increases are unlikely to occur in the February data.

Some analysts predicted inflation would run about 3.5 percent this year, slightly higher than in 1992.

In the January CPI-W, apparel costs and transportation each rose 0.5 percent while medical care was up 0.6 percent. Over the past 12 months, the medical care component advanced 6.7 percent. But the steepest rise came in a 1.1 percent surge in "other goods and services," which includes tobaccos, tuitions and personal care. Over the past 12 months, this component was up a hefty 7.1 percent.

Food and beverage prices rose 0.2 percent and housing costs were up 0.3 percent in January. Although energy costs increased 0.5 percent because of a 1.5 percent jump in gasoline prices, heating oil prices dropped while electric and natural gas rates were unchanged.

After adjustment for inflation, real weekly wages edged up 0.1 percent in January as average hourly earnings rose 0.5 percent while average weekly hours were unchanged.

Real weekly pay was up 0.1 percent over the year, but continued to lag well behind the rate of inflation in the long run. AFL-CIO economist Anne Draper noted that, in the 12 years since January 1981, real weekly pay for the average production worker has dropped 7.4 percent.

In other economic reports:

- The Federal Reserve said the combined output of U.S. factories, mines and utilities rose 0.4 percent in January for the fourth monthly advance in a row.

The Fed attributed about half of the gain in industrial production to automotive vehicles and parts, which rose 4.7 percent over the month. The output of consumer goods and business equipment each rose 0.8 percent.

However, the production of defense and aerospace equipment declined for the second month in succession.

Capacity utilization edged up to 79.5 percent and was up 2.1 percent since January 1992.

- Orders for durable goods slipped 1.7 percent in January after rising a revised 9.6 percent in December, the Commerce Department said.

The transportation equipment manufacturing sector was socked with an 8.7 percent decline in January, primarily caused by a drop in aircraft and parts orders.

The drop in factory orders suggests that the economy is still on a slow growth track and manufacturers will remain hesitant to hire additional workers.

- Retail sales edged up 0.3 percent in January after climbing a revised 0.8 percent in December, the Commerce Department said.

The January gain was paced by a 1.1 percent pickup in auto sales, offsetting a decline of 0.1 percent in the sales of non-durable goods.

- Housing construction slipped 7.2 percent in January to an annual rate of 1.19 million units.

Construction of single-family homes dropped by 5.6 percent; starts of multi-family homes plunged 21.7 percent.

Applications for building permits, a barometer for future construction activity, fell 1.7 percent in January to an annual rate of 1.18 million units.

Newsmakers

Geri Palast, director of politics and legislation for the Service Employees since 1981, has been nominated by **President Clinton** for the post of assistant secretary of labor for congressional and intergovernmental affairs. At SEIU, Palast helped organize and direct union support for the Family and Medical Leave Act, child care and national health care reform.

Thomas P. Glynn III has been nominated to be deputy secretary of labor, the department's No. 2 post. Glynn is senior vice president for finance and administration at Brown University; he previously served as general manager of the Massachusetts Bay Transportation Authority, deputy commission of the Massachusetts Department of Public Welfare and in the U.S. Department of Education. **Thomas S. Williamson Jr.,** a Washington lawyer, has been chosen as solicitor of labor, while **Kathryn (Kitty) Higgins,** a former aide to Rep. Sander M. Levin (D-Mich.), has joined the department as chief of staff for Secretary **Robert B. Reich.**

Jerry D. Klepner, director of legislation for AFSCME, has been tapped to be assistant secretary for legislation at the Department of Health and Human Services. At AFSCME, Klepner worked on child care legislation, the Americans with Disabilities Act, the Civil Rights Act of 1991 and the extension of unemployment benefits, among other legislative issues.

The Laborers general executive board elected **James J. Norwood** as secretary-treasurer to replace **Arthur A. Coia** when Coia became president. **Jack Wilkinson** was elected 10th vice president, replacing Norwood.

Illinois AFL-CIO President **Richard J. Walsh** has announced that one of the state's leading business organizations, the Illinois Manufacturers' Association, has joined with labor in a ban on political fundraisers during the legislative session. As of Feb. 18, 116 business and labor groups had agreed to participate in the moratorium during April, May and June. "It has always been an extremely awkward situation to make a contribution at a fundraiser and then walk across the street and ask for that candidate's vote," Walsh said. "We think we can represent our 1.2 million members better without putting their legislators or union officials in that position."

DEATHS

A memorial service for Laborers President **Angelo Fosco** is set for March 8 at 10 a.m. at St. Matthew's Cathedral in Washington. The funeral for Fosco, who died Feb. 11 at age 71, was held Feb. 17 in Chicago.

Donald N. Barnes, former assistant editor of the American Teacher and an editor for the labor news service Press Associates Inc., died Feb. 13 in Sacramento, Calif. He was 54.

Barnes began his career covering politics and the civil rights movement for the Montgomery Advertiser, and came to Washington as an aide to Rep. William L. Dickinson (R-Ala.) in the early 1960s. He then wrote for the Bureau of National Affairs and was Washington editor of the Labor Trends newsletter.



Raymond Crowell/Page One Photography

John DeConcini, right, is embraced by Postal Workers President Moe Biller as he prepares to leave the Executive Council room after announcing his retirement. He was replaced by his successor at the Bakery, Confectionery and Tobacco Workers, President Frank Hurt. Among the well-wishers on the council was Electronic Workers President William H. Bywater, left.

He also did communications and public affairs work for the Occupational Safety and Health Administration under Secretary Eula Bingham, the Florida Education Association, AFSCME in California, the California State Employees Association and the Democratic caucus of the Washington State Senate.

He is survived by one daughter, Amy, and his former wife, Enid.

CLARIFICATION

The BUY USA toll-free hotline outlined in the Feb. 15 issue may not offer complete information on American-made goods. The hotline charges companies $1,250 per year to list products. Consumers wishing to buy American can call the AFL-CIO Union Labor and Service Trades Department at 1-800-LABEL91.

Resources

The **International Labor Communications Association** has announced rules and deadlines for its 1993 print and film awards. For contest rules and entry form, write ILCA, 815 16th Street, N.W., Washington, D.C. 20006, or call 202/637-5068. For union publications, all work published between Jan. 1 and Dec. 31, 1992, will be considered and the entry deadline is March 26. This year's Saul Miller Award will be for informing union members about labor's concerns and involvement in the 1992 elections. The film and broadcast competition — for the calendar years 1991 or 1992 — has an entry deadline of April 23. Categories include television programs produced at least six times a year, promotional spots and commercials, home videos, radio programs and promotional spots, slide shows and all other film video productions.

WETA-TV in Washington has issued a call for home movies and pictures of **A. Philip Randolph** for use in a 90-minute documentary on the labor and civil rights leader. Visuals of African-American participation in labor marches, rallies and conferences before 1960 also are needed. Contact the A. Philip Randolph Institute at 202/289-2774 or Ms. Averi Livingston at WETA, at 703/998-2705.

SEMINARS

Building Bridges III: Deaf Workers in the Labor Movement is a conference for union officers, staff and deaf members on issues like safety and health, deaf union activism and communicating in unions and at the workplace. The conference will be held Saturday, April 3 at the United Federation of Teachers, 260 Park Avenue South in Manhattan. The registration fee is $25. Contact Judy Cohen at 212/741-3758.

PUBLICATIONS

Negotiating the Future: A Labor Perspective on American Business by Irving Bluestone, a retired vice president of the UAW, and his son, Barry Bluestone, an economist at the University of Massachusetts, explores the vital link between worker involvement and U.S. economic rebuilding. It costs $25 and can be ordered at BasicBooks, Harper Collins Publishing Inc., 10 East 53rd St., New York, N.Y. 10022. Phone 800/242-7737.

The George Meany Center for Labor Studies will offer the following workshops and programs during March, April and May:

Labor Relations in the Federal Sector (March 1-5) — On collective bargaining, grievance handling, arbitration and union building.

Labor Law in the Construction Industry (March 7-12) — A specialized course for building trades leaders and staff.

Teaching Techniques II (March 7-12) — To help refine teaching skills and develop additional techniques.

Using Computers for Contract Costing (March 14-18) — Shows how to use small computers in contract negotiations, focusing on the use of off-the-shelf spreadsheet software.

Newswriting and Editing for Union Publications (March 14-19) —For union editors on layout and design, laws for union editors, photos, headlines and newswriting.

Bargaining over New Technology and the Organization Of Work (March 21-26) — On how to make choices about new methods and machines while exploring alternative technologies and humane work systems.

Effective Union Action in Civil Rights (March 21-25) — The annual conference of the AFL-CIO Department of Civil Rights for civil rights and women's rights designees of affiliated unions.

Advanced Arbitration (April 4-9) — An advanced program on examination and cross-examination of witnesses, preparation of briefs and research.

Occupational Health and Safety (April 4-9) — On responding effectively to the complex problems relating to chemical and physical hazards in the workplace, using problem-solving approaches.

Advanced Skills in Organizing (April 12-16) — Co-sponsored by the AFL-CIO Department of Organization and Field Services for experienced union staff, on internal private sector organizing, issue-oriented campaigns and recruiting and training union members.

Effective Writing (April 25-30) — How to improve writing while mastering certain writing formats, meeting one-on-one with professional writing coaches.

Labor Law for Organizers (May 2-7) — Reviewing laws governing private sector organizing, election procedure and corporate campaigns.

Effective Speaking (May 9-14) — On topic selection, research, outlining and delivery in front of video cameras, emphasizing listening skills.

Making the Legal System Work (May 9-14) — On solving employment-related problems under local, state and federal legislation while adhering to the bargaining agreement.

Union Issues for Working Women (May 23-28) — On the concerns of working women, focusing on how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

How to Make a Videotape (May 23-28) — The basics of how to create short and inexpensive videotapes for union members and/or communities.

Organizing in the Construction Industry (May 23-28) — Training building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

For more information about labor studies programs write or telephone the Registration Office at the George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. Fax 301/434-0371.

Labor to help Clinton push plan through Congress

Continued from Page 1

opposition party would mean pitched battles to achieve legislative gains.

"The new administration opens the door for you and the people you represent," Senate Majority Leader George Mitchell (D-Maine) told the council. "But we will have real difficulties in the Senate. We will need a unified Democratic Party and some Republican support. We will need you to help us."

House Speaker Thomas Foley (D-Wash.) predicted that the House would soon pass the Workplace Fairness bill (H.R. 5), but said the addition of more than 100 new members probably would narrow the margin of passage. The real battle, he said, would be in the Senate.

House Majority Leader Richard Gephardt (D-Mo.) predicted that Congress would vote to extend "fast-track" negotiating authority, which expires May 31, for a General Agreement on Tariffs and Trade, as well as for the proposed North American Free Trade Agreement.

Gephardt said he continues to oppose NAFTA and that he would be looking for ways to improve the situation of American workers.

"Clearly, the status quo is not good," he said. "The question is: can a trade agreement be used to foster programs for the advance, and not the decline, of American workers."

Much of Congress's attention this session will be turned to economic and health care reform, the congressional leaders said, and the heat will be on to move quickly on both fronts.

"We must have President Clinton's economic package largely enacted by the fall so we can turn to health care," Foley said. "It's very important that we get labor's unified support."

Kirkland promised that labor "will be in Clinton's corner with as few quibbles as possible. We all have a profound stake in the success of this administration. We also understand that the success of the administration will have a bearing on the Democrats' ability to hold the Senate. The mid-term elections will be tough."

In his report to the council, COPE Director John Perkins noted that labor will be gearing up its political operations even earlier than the mid-term elections, trying to help labor allies win special elections for the Senate and House, beginning May 12 with an election to replace Lloyd Bentsen, who was appointed secretary of the treasury.

The Texas AFL-CIO has endorsed Sen. Robert Krueger (D), who was appointed to fill out the term by Texas Gov. Ann Richards.

Perkins also reported that labor's efforts on behalf of Clinton were highly successful. Using the percentages on union households from exit polls, Perkins figured that 24 percent of Clinton's total, or 10,945,000 votes, came from union voters.

"Clinton would not have won without the union vote," Perkins said.

In a news conference, Kirkland reflected on what Clinton's victory means to labor after 12 years of anti-union policies by the Reagan and Bush administrations.

"It has been a long dry spell," he said. "We have, I think, reached an oasis. I hope to spread the waters from those springs and recultivate the desert."

— Michael Byrne



Raymond Crowell/Page One Photography

House Speaker Thomas Foley (D-Wash.) promises fast House action on the Workplace Fairness bill.

INSIDE

1 ***Labor joins forces in Peabody fight***

The entire labor movement is working with the Mine Workers in their dispute with Peabody Coal, with activities to be coordinated by the AFL-CIO Strategic Approaches Committee.

2 ***High court retains federal labor law***

In a victory for union organizing, the Supreme Court has left intact a federal labor law protecting union employees who work at a site in order to organize an employer's work force.

3 ***Hatch Act reform stalled in House***

In a temporary setback, the House fell three votes short of the two-thirds majority needed to pass Hatch Act reform on a fast track. It would restore political rights to federal and postal workers.

1 ***Reich builds rapport in visit to council***

In a three-hour exchange, Labor Secretary Reich and Executive Council members talk about ways unions and government can improve the lives of working families.

2 ***L.A. teachers vote on tentative pact***

Postponing a strike deadline, Los Angeles teachers were voting on a tentative contract that would partly restore a pay cut and give teachers more authority in local schools.

13 ***AFA members vote on USAir contract***

The Flight Attendants USAir master executive council unanimously approved a tentative settlement; 9,000 AFA members will complete voting on the pact by March 19.

VOLUME 38, NUMBER 5
MARCH 1, 1993

AFL-CIO NEWS

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

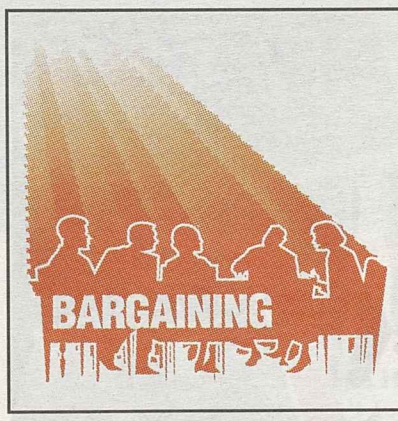
3/1/93

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 6 MARCH 15, 1993



Unions used collective bargaining to help workers defy the odds in 1992. **Pages 7-10.**



Bill Burke/Page One Photography

Hillary Rodham Clinton discusses health care reform with the AFL-CIO Health Care Committee, including Secretary-Treasurer Thomas R. Donahue, committee Chairman John J. Sweeney, President Lane Kirkland and Employee Benefits Director Karen Ignagni.

Clinton health task force hears worker concerns

By Colleen M. O'Neill

Hillary Rodham Clinton and the AFL-CIO Health Care Committee shared ideas and plans for comprehensive reform in a meeting at federation headquarters March 3.

''I am especially anxious that, because of your long-time commitment to the health care problems of our people, your involvement be direct and participatory,'' Mrs. Clinton told the committee, which is chaired by Service Employees President John J. Sweeney.

The first lady was accompanied by Ira Magaziner, President Clinton's senior domestic policy adviser. Mrs. Clinton was appointed by the president to head his task force on health care reform.

After a brief opening statement, Mrs. Clinton spent more than two hours listening to committee members outline the wide variety of experiences and problems with health care for union members in their workplaces and their communities. All committee members spoke and she questioned many of them on details.

AFL-CIO President Lane Kirkland greeted the first lady with praise for the administration's courage in taking on the issue early. He also assured Mrs. Clinton that, if the final health care reform package is as good as expected, ''we are your troops'' in supporting congressional passage to finally complete the overhaul of one of workers' oldest and gravest concerns, inadequate health benefits.

Kirkland said unions ''never wanted health care as a collective bargaining issue in the first place'' but were forced to take it on to help workers in the post-World War II era after the promise of a national health plan proposed in the original Social Security Act failed to materialize.

''I'm quite confident the working

Continued on Page 4

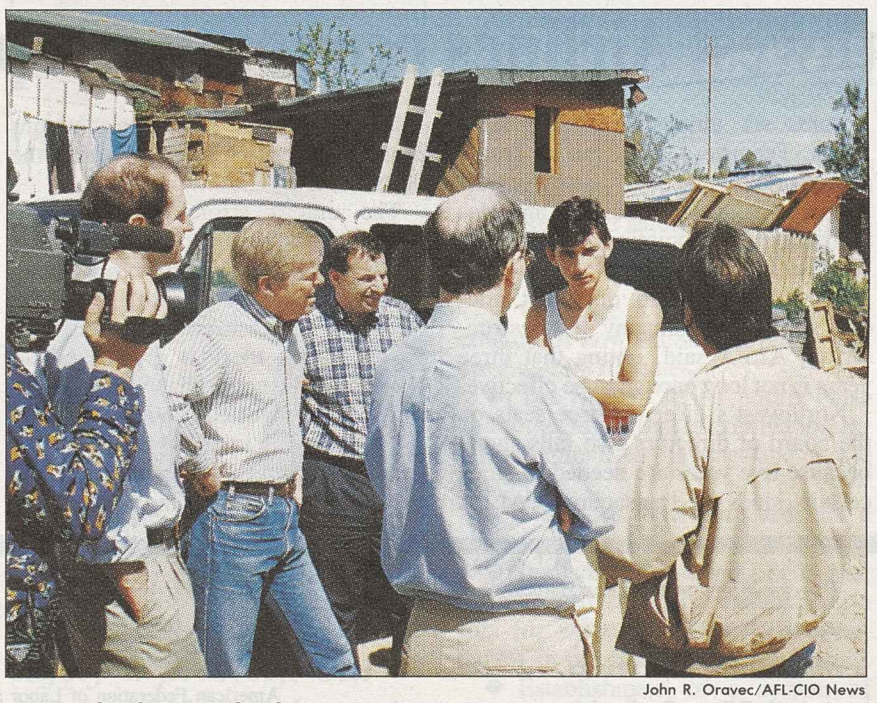
Legislators assail NAFTA in border tour

Labor fights pact border to border

By John R. Oravec
Tijuana, Mexico

Congress should dump the North American Free Trade Agreement as drafted by the Bush administration, a group of U.S. House members agreed after a tour of Tijuana's thriving maquiladora complex.

The six-member congressional delegation, headed by House Majority Leader Richard A. Gephardt (D-Mo.), made those remarks after a grueling tour of the festering toxic dumps and poverty-ridden worker villages south of the border.



John R. Oravec/AFL-CIO News

Rep. Richard A. Gephardt leads delegation of legislators in questioning maquiladora worker about working conditions along the border.

Gephardt said NAFTA is ''a bad treaty'' that sorely needs to be repaired through a series of supplemental agreements.

The tour, sponsored by the Economic Policy Institute, came as trade unionists in the United States and Canada rallied against the treaty. In Pembina, N.D., some 300 U.S. and Canadian union members joined for a ''Hands Across the Border Rally'' and similar rallies were planned for April 3 in Montana and Idaho.

In California, trade unionists were gearing up for a major campaign of rallies and lobbying against the trade pact during the congressional Easter recess. California has two new senators and a host of new representatives who will be greeted April 5-16 by office visits from trade unionists and their allies against NAFTA.

Unless side agreements proposed by the Clinton administration resolve the deep concerns of workers and their communities in the United States, Canada and Mexico, NAFTA likely would go down the drain, Gephardt suggested.

''A good treaty is good for all three countries; a bad treaty is bad for all three countries,'' he stressed.

Trade negotiators from the three countries are expected to open discussions on the supplemental NAFTA agenda in Washington on March 17.

Armed with the findings of their tour, the congressional delegation underlined

Continued on Page 6

Silicon Valley janitors rush to union fold

By Sharolyn A. Rosier

The Service Employees continued to spread higher hopes and better lives in Silicon Valley, gaining an agreement with Sir Thomas Industrial Building Maintenance Co., the largest non-union janitorial contractor in the area.

The union's growing list of high-tech companies in Silicon Valley now using union contractors include Unisys, IBM, Apple, Hewlett-Packard, Applied Materials, Sun Microsystems, Amdahl, General Electric, National Semiconductor and Rolm. Hewlett-Packard was using 13 non-union contractors before it hired the union contractor, International Service Systems.

''This is a tremendous victory for the hundreds of workers who will now receive the benefits of a union contract, including health insurance and decent wages,'' said SEIU President John J. Sweeney. ''The success of this campaign is due to the innovative tactics and coalition-building used by Local 1877.''

The Jan. 20 agreement between SEIU Local 1877 and Sir Thomas, the building contractor for Unisys Computer Co., brings the total number of janitors organized in the California computer

Continued on Page 13

UMWA set to bargain, rally labor

By James B. Parks

The Mine Workers interrupted a month-old strike by extending their existing contract with the Bituminous Coal Operators Association, but the UMWA said it had no illusions about the difficult road ahead.

UMWA President Richard L. Trumka told a March 8 meeting of an AFL-CIO Strategic Approaches Committee staff group that only the date has changed, to May 3. The employer association's long-range plans — no job security for union miners — have not changed, he said, and that means continuing the ''life and death'' struggle.

The 60-day extension of the contract and temporary return to work came because the BCOA agreed to turn over information requested by the union months ago.

The change of heart by the BCOA, which had stonewalled the union since last July on information about double-breasting in the industry, came one day after the Mine Workers expanded their walkout to five companies in addition to Peabody Coal Co.

Trumka credited the solidarity of the miners and of the entire labor movement for forcing BCOA's hand. The AFL-CIO Strategic Approaches Committee had agreed Feb. 18 to the UMWA request that it coordinate support activities.

International planning meetings already had been held before the contract was extended. Afterwards, AFL-CIO unions went ahead with plans to designate coordinators — the group that met with Trumka March 8 at AFL-CIO headquarters to prepare for May 3 with solidarity actions covering all eventualities.

Principal cities for support activities include Los Angeles, Palm Springs, Calif., Houston, Kansas City, Mo., St. Louis, Pittsburgh, New York and Wilmington, Del.

Miners began returning to work March 4 and the contract that expired Feb. 1 was extended through May 2. The UMWA said it would schedule negotiations as soon as the BCOA delivers the necessary information.

''I am satisfied that BCOA compliance with this agreement will provide the UMWA with the tools we need to negotiate a new contract and to enforce that contract once it is agreed upon,'' Trumka said.

The major issue is job security. Thousands of miners face unemployment over the next 10 years, the union said, as the coal supply in mines owned by BCOA operators is exhausted.

The union is seeking a commitment from owners to hire UMWA miners at new mines set to open in the coming years. The miners also want an end to BCOA's double-breasting, in which non-union subsidiaries are set up along with the transfer of reserves and sales contracts. These subsidiaries are created for the sole purpose of avoiding the obligation to union members, said UMWA spokesman Jim Grossfeld.

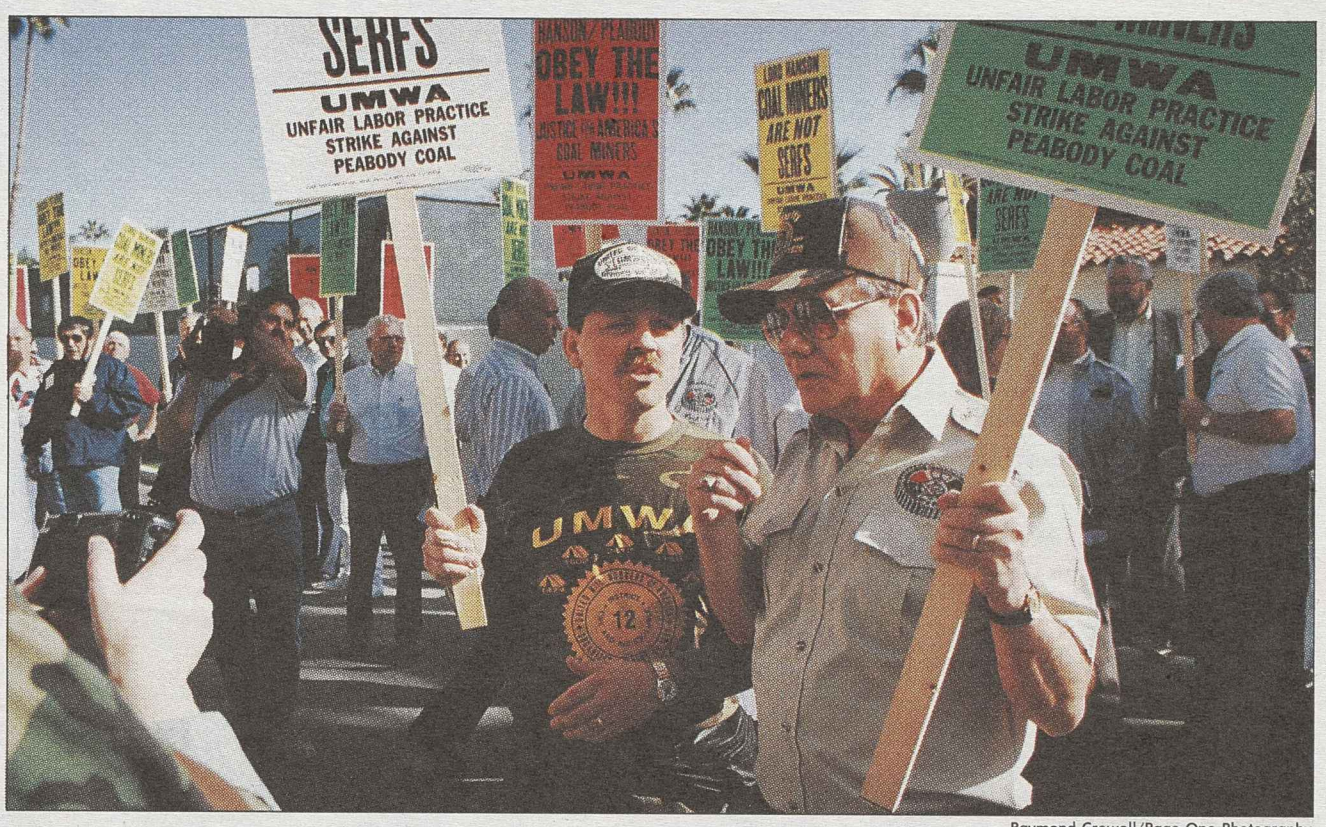
Some 7,500 UMWA members walked out Feb. 1 at 22 sites owned by Peabody in West Virginia, Kentucky, Indiana and Illinois over the unfair labor practices by Peabody and the multi-employer BCOA. The owners had refused to provide 62 different pieces of information requested by the union, including a corporate organization chart and details on the company's health care spending.

If those corporate charts are honest, Trumka said, they will tell a different story than the companies have admitted previously about who owns the mines and who should be bargaining with the UMWA.

Trumka assured UMWA members that ''when we sit down to bargain with the BCOA, the people who'll be sitting across the table from us will be the people we need to deal with to negotiate jobs with a future for America's coal miners.''

Another 1,700 workers struck March 1 at selected mines owned by Consol Energy Inc., Freeman Energy Corp., Rochester & Pittsburgh Coal Co., Arch Minerals Corp. and Ziegler Coal Holding Co. Trumka had threatened a ''phased expansion'' of the strike that could have involved 50,000 workers.

The contract extension agreement was worked out with the assistance of Bernard DeLury, director of the Federal Mediation and Conciliation Service. Trumka praised DeLury ''for his commitment and talent in helping craft this agreement.'' He also thanked Labor Secretary Robert Reich for his assistance.



Raymond Crowell/Page One Photography

Machinists President George Kourpias talks with Sam Peradotta of Mine Workers Local 2412 in Illinois at a picket line outside the Palm Springs, Calif., home of British Lord James Hanson, who owns Peabody Coal Co. The IAM joined in the protest during a break in the union's legislative conference.

Unions say Northwest Airlines economic proposals fall short

Unions at Northwest Airlines said the carrier's latest economic proposal does not balance the sacrifices workers have tentatively agreed to make in an effort to save the ailing airline.

Northwest has offered a 20 percent stake in the company and three seats on the board of directors in exchange for nearly $900 million in pay and benefit cuts over the next three years. Earlier, Northwest offered only a profit-sharing plan for the wage and benefit givebacks it wants.

Under the umbrella Labor Leadership Forum, six unions — the Air Line Pilots, Teamsters, Machinists, Transport Workers, and unaffiliated Aircraft Technical Support Association and Meteorologist Association — reviewed Northwest's proposal.

The carrier's plan does not adequately address company debt restructuring, ALPA said, noting that three years is not long enough to be effective.

Northwest's offer of three seats on the board of directors also falls short, because five votes are needed to block certain kinds of transactions, ALPA said. To protect employees, unions must have greater representation, the union added.

The unions strongly objected to Northwest's proposal to provide workers with just a 20 percent stake in the company, stressing that the $900 million in concessions workers are willing to invest merit a greater equity share. ALPA noted that Wings Holdings, which invested about $40 million in the company in 1989, holds 60 percent of Northwest's voting stock.

Northwest was pressing for a March 10 response to its proposal, but the unions refused to be stampeded.

''We are encouraged that the company has begun to move on our proposal,'' the Teamsters said, but ''we have too many questions to resolve . . . and our members have far too much at stake.'' The Teamsters represent Northwest flight attendants.

In a related development, Northwest said it will lay off 123 pilots by April and possibly another 130 pilots by October. Since last summer, Northwest has eliminated about 3,000 jobs.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 6 — MONDAY, MARCH 15, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

LEGISLATION

Stimulus package faces congressional test

By Mike Hall

The Clinton administration's economic recovery program, including an economic stimulus package designed to put people back to work as soon as possible, was headed for its first House and Senate votes this week as the complicated budget reconciliation process begins.

Votes in both chambers are scheduled on the overall budget resolution, which serves as a framework or set of guidelines in establishing budget levels for the upcoming fiscal year.

Those votes are expected to be followed by floor action on the $16 billion jobs portion of Clinton's economic stimulus program, which is contained in a supplemental appropriations bill.

The AFL-CIO has urged Congress to act swiftly on the $16 billion stimulus, which would create nearly 500,000 new jobs in various infrastructure, environmental, energy, technology and social programs.

While endorsing Clinton's overall economic proposal, the federation has taken exception to the level of cuts aimed at federal employees. AFL-CIO President Lane Kirkland told the president that federal employees should not be asked to shoulder a disproportionate share of the burden in the overall economic plan.

Clinton has argued that the stimulus package is needed because the weak economic recovery has created so few jobs to replace the ones destroyed during the recession. Unemployment rates are higher now than when the recession technically ended a year ago.

But most Republicans, and some Democrats, have cited the slight drop in unemployment and other figures that seem to point to an economic recovery as reason to kill the stimulus package.

"We have a serious problem, we have a jobless economic recovery and if we don't respond to it in some way, we are putting at risk the long-term recovery of the economy," Rep. David R. Obey (D-Wis.) said.

In an address to the National League of Cities conference, Clinton pointed out that if "you look beyond those numbers, you see that while employment is edging up, an awful lot of those jobs were part-time jobs with part-time wages."

Overall, the stimulus program is a $30 billion combination divided between some $16 billion in spending and investments contained in the supplemental appropriations bill and $14 billion in tax initiatives and incentives that will be acted on separately.

In an effort to win stronger support in both chambers and to speed up action on the stimulus package, Clinton has been negotiating with both budget committees for larger spending cuts than called for in his original four-year deficit reduction plan.

The House and Senate Budget Committees drafted fiscal year 1994 budget resolutions last week. Those measures included somewhat higher levels of spending cuts, plus the tax changes and programs Clinton outlined in his recovery program.

The resolution itself is not signed into law by the president, but serves more as a framework or set of instructions for the Congress in establishing overall 1994 budget levels. Once the budget resolution is approved, action is expected on the stimulus package.

The administration has said it would like to see the budget resolution and the stimulus package approved before the Easter recess, which begins April 4.

The next step in the process will be the budget reconciliation bill that "reconciles" the tax and entitlement spending policy changes called for in the budget resolution. The reconciliation bill will be where the tax changes, investments for long-term growth and spending cuts will be legislatively set in place.

Some changes can be made in the appropriations process, when money is allocated for discretionary, or non-entitlement, spending programs. The 13 House and Senate appropriations subcommittees will then have to decide just how the money allocated for their jurisdictions will be spent.

Then each appropriations bill must be approved by both houses.

'Fight for Living' spotlights OSHA reform

By Colleen M. O'Neill

With legislation to reform the Occupational Safety and Health Act set to land on Capitol Hill, trade unionists across the country are gearing up for the fifth annual Workers Memorial Day April 28.

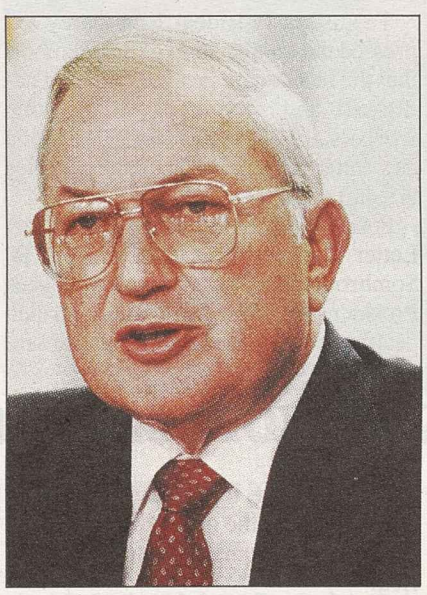
The measures are similar to those of the last Congress, with a few additions. House Education and Labor Committee Chairman Rep. William D. Ford (D-Mich.) unveiled the legislation at a March 4 news conference and introduced the bill, H.R. 1280, on March 10.

Workers Memorial Day uses the slogan "Fight for the Living," with activities planned to mourn the dead while living up to the slogan with a renewed push for job safety legislation — a drive invigorated by the change in the White House.

The nationwide observance has served to raise the alarm that carnage on the job continues unabated. Each year, more than 6 million American workers are killed, injured or made ill on the job — one worker every 5 seconds. Not included in that toll are the families, friends and co-workers who share the impact of jobsite accidents and illnesses.

AFL-CIO President Lane Kirkland asked trade unionists in a February letter to organize events and activities in the workplace and in communities, including a moment of silence to remember those workers who have made the ultimate sacrifice of their lives.

Kirkland also urged state and local central bodies and unions to coordinate postcard and letter-writing campaigns to Congress on the need for job safety, as well as to set up worksite visits by members of Congress to help educate them on the overwhelming need for OSHA reform.



"The improvements we seek will not hurt employers who make safety a priority, but they will force changes on businesses that have been callous toward their employees."

— Rep. William D. Ford

"The improvements we seek will not hurt employers who make safety a priority, but they will force changes on businesses that have been callous toward their employees," Ford said in his news conference.

As unveiled by Ford, the major provisions of the legislation are:

- Required safety and health programs.
- Joint labor-management safety and health committees for workplaces with more than 10 employees.
- Required safety and health training before job assignments, with annual retraining.
- Coverage of state and local public employees now excluded from OSHA coverage in 27 states.
- The right to refuse unsafe work and protection from discrimination for reporting injuries, illnesses and unsafe conditions.
- Mandated final standards on a strict timetable.
- Immediate abatement of hazards, strengthened criminal penalties and a role for workers and their representatives in the settlement of citations.
- Establishment of a system of oversight and coordination on multi-employer construction projects and an Office of Construction Safety, Health and Education at OSHA.

Additional provisions include interim implementation of permissible exposure limits (PELs) to toxic substances for general industry, which were thrown out by a federal court last year, along with a requirement for regular PEL updates.

The bill also includes language clarifying the authority of states to regulate public health matters, also a response to a 1992 federal court decision.

Hearings have not been set.

Capitol Digest

The House of Representatives voted overwhelmingly to lift 50-year-old restrictions on political activity imposed by the Hatch Act on more than three million federal and postal employees.

The AFL-CIO supported the bill, H.R. 20, which was approved by a 333-86 margin on March 3. The Senate will begin hearings on its version of the bill, S.185, in late March or early April.

"The heart of this legislation is the restoration of political freedoms and rights to federal and postal employees which most Americans take for granted," said AFL-CIO Legislative Director Robert M. McGlotten.

H.R. 20 will allow these workers — away from work and on their own time — to work in a political campaign, hold office in a political party or club, participate in a partisan voter registration drive, circulate a nomination petition for a candidate and speak at a party caucus in favor of a candidate.

The act, however, continues restrictions on Federal Election Commission employees and limits the partisan offices federal and postal workers can seek.

Workers also are banned from soliciting political contributions on the job, using official influence or information for partisan political purposes and wearing political campaign buttons while on duty and in government buildings.

Elsewhere on Capitol Hill:

MOTOR VOTER — After blocking a Republican filibuster, the Senate was prepared to pass the labor-backed "motor voter" bill this week. The legislation would allow eligible citizens to register to vote when they apply for drivers' licenses or several other government permits. It also permits mail-in registration. The House passed its version of the bill in early February and is expected to quickly approve the Senate bill, which contains only minor differences.

WARDS COVE — The AFL-CIO has voiced its support for legislation extending the protections of the 1991 Civil Rights Act to some 2,000 workers at Wards Cove Packing Co. plants in Alaska who were specifically excluded from the law. The bill, introduced by Rep. Jim McDermott (D-Wash.), also has White House backing.

A long-running discrimination suit by the predominantly Asian Pacific American and Alaska Native American workers resulted in one of the key U.S. Supreme Court decisions addressed by the civil rights bill.

Exempting those workers is "special interest legislation at its worst...(where) well-financed lobbyists overcame a small group of workers," said Matt Finucane, executive director of the Asian Pacific American Labor Alliance. AFL-CIO Civil Rights Director Richard Womack announced the federation's support for the McDermott bill at a Capitol Hill news conference.

AFL-CIO assists health care panel, pledges action

Continued from Page 1

people of this country will embrace a comprehensive program and will be willing to pay their share of the costs,'' Kirkland said.

Several of the 14 AFL-CIO vice presidents attending the meeting echoed the theme that workers aren't expecting a free lunch but are nonetheless committed to a comprehensive overhaul and equitable financing.

They reported in detail to Mrs. Clinton the fact that they have grappled with every problem faced by her task force — multiemployer and small employer plans, employer bankruptcy, cutbacks for retirees, portability and coverage with the particular problems of specialized units of public employees, part-time workers and so on.

''We're in worse shape than 20 years ago,'' AFT President Albert Shanker said. ''We must have a universal plan with a standard of care we're proud of for everyone.''

Ladies' Garment Workers President Jay Mazur said, ''an opportunity like this comes only once every 30 years. This is something the American people want.''

''The pressure at the bargaining table is enormous,'' said Communications Workers President Morton Bahr. The country cannot continue having ''quality of care and access to care determined by where you work.''

He detailed an effort by CWA and employers to build a managed care plan in the Richmond, Va., area that was hamstrung by the refusal of health care professionals to participate.

UAW President Owen Bieber and AFSCME President Gerald W. McEntee joined Bahr in noting the primary role health care plays in strikes, with Bieber characterizing the issue as the ''single biggest problem my union has faced.''

McEntee and Bricklayers President John T. Joyce warned against proposals to tax employer-provided health insurance benefits, pointing out that union workers have given up wage increases to retain health care benefits.

The union presidents said it was totally unfair to tax benefits won at the bargaining table to bail out retrograde employers who refused to provide such benefits — thereby contributing mightily to the current crisis of 37 million Americans with no health coverage of any kind.



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland greets first lady Hillary Rodham Clinton and her staff at the door of the federation's headquarters. Directly behind Mrs. Clinton is Ira Magaziner, President Clinton's senior domestic policy adviser.

In an interview with the Associated Press five days after meeting with the AFL-CIO panel, Mrs. Clinton virtually ruled out taxing employee health care benefits, saying such a tax would be ''unfair'' because it would impose a burden on the middle class.

AFL-CIO Building and Construction Trades President Robert A. Georgine described the strong multiemployer plans available to workers in the construction industry and urged the task force to include strong cost containment measures.

He said 90 percent of building trades workers are employed by contractors with 10 employees or less. Unions are involved in administering the plans, tracking eligibility for benefits and policing benefits payments, he said.

Retail, Wholesale and Department Store Union President Lenore Miller used the plight of workers at R.H. Macy Co. to express the immediacy of the need for change — and the need for consideration of changes in the bankruptcy laws. She and President William H. Wynn of the Food and Commercial Workers pointed out the problems of retail sales workers, such as part-time hours.

Detailing his union's many attempts at holding down costs via managed care, HMOs and other efforts, Wynn said those mechanisms alone were not enough. ''It's like putting a Band-Aid on the rump of an elephant — it's just too big.''

Teamsters President Ron Carey expressed the appreciation of his members that the health care problem is being addressed and reiterated the fact that workers are willing to sacrifice as long as a solution is reached and the sacrifice is equitable.

Postal Workers President Moe Biller, Letter Carriers President Vincent R. Sombrotto and Government Employees President John N. Sturdivant described health care in the federal and postal sector. Sturdivant characterized the Federal Employee Health Benefits Program as costly, ineffective and wasteful.

They urged the task force to involve FEHBP experts and asked the Clinton administration's help in dispelling the belief, even among Democrats in Congress, that the federal employee program was perfect.

''This issue is not one whose consequences are confined in isolation,'' Kirkland summed up. ''There isn't a problem this country faces that isn't affected by the health care issue. Comprehensive reform is a way of turning the country around and setting it on a better path.''

Later in the day, Mrs. Clinton met with nurse representatives, including members of AFSCME, AFT, SEIU and the American Nurses Association. The nurses asked for attention by the health care task force to staffing problems and adequate budgets for nursing staffs and compensation.

Union leaders tell Congress about workers' health care woes

By Colleen M. O'Neill

With health care now near the top of the public agenda, Congress has begun the season of hearings on comprehensive reform, with labor again knocking at the door.

Carpenters President Sigurd Lucassen, Service Employees President John Sweeney and an official from Communications Workers Local 2100 testified March 2 before the House Ways and Means health subcommittee on the impact of the rising costs of health care.

''I offer the premise that, for any serious health problem, to deny a patient some form of health insurance coverage is to deny treatment,'' said Charlie Gerhardt, executive vice president of CWA Local 2100. ''Health care cost containment is a huge and complex economic problem and I'm afraid it has a very simple solution: If we deny payment, we control costs.''

Gerhardt told the panel of all the problems encountered by his union at the bargaining table — including two three-week strikes — and under an employer's use of managed care.

''A retired clerk who was on weekly dialysis treatment for three years was denied reimbursement for several thousand dollars of covered prescription drugs,'' he testified. In another case, the husband of a union member broke his back, but was sent home to save two days' hospitalization before the proper test could be performed.

Gerhardt also told of an AIDS patient in the final stages of the disease forced to lay immobile at home without even an aide to keep him clean and no prescription drugs because he had exhausted his annual limit.

''We collected prescription samples from doctors' offices to keep him alive,'' he said. ''We helped him change insurance plans during the open enrollment period and he now has a full-time nurse, an electric bed and prescription coverage.''

Gerhardt noted that ever-rising costs would only increase the pressure on his employer and the insurance companies to squeeze care to a greater degree.

Workers are the ones who are forced to endure the squeeze, Lucassen testified.

''Contract negotiations today involve selecting from among a set of unattractive options designed to divert significant portions of a worker's compensation package from wages, training or pensions to support increasing health care costs,'' Lucassen said. ''Not only are workers losing health care benefits, but real wages and pension benefits are falling dramatically.

''No longer can the rising costs of health care be handled by wage concessions or shifts in contributions from retirement benefits to health care,'' he said. ''The only option facing our membership is to accept significant benefit cuts, including the most drastic option, the complete elimination of health care benefits.

''To date, this last option has been a course of action to which only a small percentage of our affiliates have been forced to resort, but such actions on any scale reveal the true dimensions of this crisis.''

Sweeney, chairman of the AFL-CIO Health Care Committee, outlined SEIU's 1992 study of the 12-year impact of health care costs on the wages and living standards of workers.

''Although slow productivity growth and structural changes in the U.S. economy are typically cited as the culprits behind falling wages,'' Sweeney said, ''our study found that unchecked health care costs are also a major contributing factor.''

According to the Lewin-ICF study, the average hourly non-supervisory wage would have been about 50 cents higher in 1992 if not for the excess health costs. The study also said that every working family with health insurance lost nearly $8,400 to higher health costs since 1980.

Sweeney also detailed health costs' impact on businesses and government budgets, and noted the necessity of a global budget as part of health care reform.

High court unanimously backs project agreements

By Rex Hardesty

The Supreme Court unanimously upheld the right of a state government to enter into a project agreement with building trades unions.

"To say we are elated is an understatement," AFL-CIO Building and Construction Trades Department President Robert A. Georgine said of the Boston Harbor decision.

He called the decision a "ringing endorsement of the right of states and their subdivisions to participate in union-only project labor agreements, just exactly as we have contended all along."

Writing for the unanimous court, Justice Harry Blackmun said in the March 8 decision that a state government, "acting as a proprietor in the marketplace" is not using its regulatory capacity.

Therefore a state government is not pre-empted by federal labor law and is free to use its purchasing power the same way a private party does in entering into a project with a pre-hire agreement with unions, an action Blackmun noted "Congress explicitly authorized."

The finding in Boston Harbor, which reverses an appeals court decision, further exposed George Bush's frenetic 1992 efforts to serve his re-election needs — one in a series of blatantly political actions that AFL-CIO President Lane Kirkland said was "giving hypocrisy a bad name."

Bush's Solicitor General earlier in 1992 told the Supreme Court that pre-hire agreements on construction projects are specifically allowed under the National Labor Relations Act, are a time-hononored vehicle of efficiency and quality in the industry that bring valuable benefits to contractors and workers, and therefore should be upheld.

But the anti-worker Associated Builders and Contractors said in July it would not endorse Bush's re-election because of the solicitor general's recommendation to the court. On Oct. 23, Bush garnered the ABC endorsement by abolishing project agreements on all federally financed construction.

President Clinton reversed that damage in one of his first actions as president, saying he wants "to restore needed balance to the workplace" after 12 years of anti-union policy.

The Clinton action and the Boston Harbor decision should serve to get building trades members to work helping to rebuild the nation's infrastructure.

Boston Harbor held state projects under a cloud and Bush's actions did the same on federal jobs. Building trades officers reported that some federal agencies had pulled back last year, delaying jobs that had been bid earlier.

The Boston Harbor cleanup is a $6 billion, 10-year project that got off to a rocky start before the commonwealth of Massachusetts took advantage of a pre-hire agreement that guarantees contractors a plentiful supply of skilled labor from union hiring halls, a fixed wage rate and a no-strike pledge in exchange for using union subcontractors.

The state agency on the Boston Harbor case, the Massachusetts Water Resources Authority, joined workers and their unions in celebrating the Supreme Court decision. Executive Director Douglas B. McDonald noted the project is on schedule and $428 million under budget, proving that project agreements "save taxpayers money and get the job done in the best interests of the citizens we serve."

In another union case, the Supreme Court refused to review a circuit court decision that a member of one local union cannot sue a sister local of the same union. The decision had said the federal law regulating relations between a union and its members does not give the court the power to hear claims against other unions and their officers.

Clinton rescinds Bush order suspending Davis-Bacon

President Clinton has rescinded another of George Bush's frantic, 11th-hour attempts to win re-election — the suspension of the Davis-Bacon prevailing wage protections for federal reconstruction in areas hit by 1992 hurricanes.

Applauding Clinton's "quick action to right a wrong," AFL-CIO Building and Construction Trades President Robert A. Georgine pointed out that "most construction activity in the hurricane-damaged areas was not even covered by Davis-Bacon wage rates" since they apply only to federal construction.

"The scheme to pay off unscrupulous anti-union contractors didn't work," Georgine noted, and "the effort to win votes for November obviously failed, too." Bush's action applied to areas hit by storms in Florida, Louisiana and Hawaii.

AFL-CIO President Lane Kirkland noted that the rescission of Bush's proclamation on Davis-Bacon was the third such action by President Clinton, proving his commitment to changing the U.S. climate of labor-management relations.

"We welcome the president's action to get American back on track by protecting employee freedom of association and promoting collective bargaining," Kirkland said.

Clinton previously rescinded Bush executive orders banning project agreements on federal construction projects and requiring employers doing business with the government to post anti-union notices in the workplace.

Secretary of Labor Robert Reich has followed up on President Clinton's action by starting over on rulemaking for unions' LM-2 and LM-3 reporting forms. AFL-CIO Secretary-Treasurer Thomas R. Donahue had pointed out the Bush administration's orders on the reporting forms — and a change in the accounting methods on which they're based — would cost local unions $10 per member per year.

Retiree health abandonment gets hearing

It's time to stop companies from reneging on their promises to provide health care benefits to their retirees, labor leaders told a Senate hearing.

"It's just plain stealing," Electronics Workers President William H. Bywater testified. "If companies are successful in shedding their liabilities, we predict a flood of additional employers who will seek to increase their competitive advantage at the expense of their former workers."

Bywater testified March 2 along with UAW President Owen Bieber and Steelworkers President Lynn Williams at a joint hearing of the labor subcommittee of the Senate Labor and Human Resources Committee and health for families and the uninsured subcommittee of the Senate Finance Committee.

The union leaders said more and more firms, especially manufacturers, are eliminating or drastically cutting medical benefits to current and future retirees under pressure from ballooning health care costs, and a shrinking ratio of active to retired workers, as well as a recent change in an accounting rule.

"So long as companies engage in competition by cutting retiree health benefits, we are in peril," Williams testified.

"A single corporation may believe it will thrive this way, and its stockholders may cheer as companies wipe hundreds of millions in accrued obligations off their balance sheets," he said. "But a society, an economy and a democracy cannot and should not tolerate this."

The three AFL-CIO vice presidents proposed several legislative remedies, but said the ultimate solution lies in comprehensive reform to control health care costs and provide universal access.

Bieber said workers gave up higher wages in collective bargaining in exchange for health benefits during their retirement. He said employer demands to cut back retiree medical benefits has become a major issue in UAW contract negotiations and that the issue could lead to an auto strike this fall.

Some 5 million retired workers currently are receiving employer-provided health benefits, and about 2 million of these retirees are under age 65 and not yet eligible for Medicare. An additional 60 million workers have been promised lifetime medical benefits when they retire, according to Labor Department data.

Under the new accounting rule, firms are required to include the future costs of retiree health plans in their current profit sheet so shareholders are aware of future liabilities. The rule was set by the Financial Accounting Standards Board, a private board that establishes standards for certified accountants.

Bieber and Williams urged that the eligibility age for Medicare be lowered to 60, limiting liabilities under the new accounting rule and "reducing the competitive inequities faced by older companies with large numbers of retirees."

Labor subcommittee chair Howard M. Metzenbaum (D-Ohio), who co-chaired the hearing with health subcommittee chair Donald W. Riegle Jr. (D-Mich.), said "some firms are using the rule as an excuse to cut off benefits. They care more about protecting their stock prices, and stock options, than fulfilling their promises to retirees. To renege on that commitment is an abomination."

Metzenbaum said the list of companies that have announced plans to reduce or terminate health benefits "reads like a Who's Who of Corporate America, including General Motors, Dupont, McDonnell Douglas, Unisys and Primerica."

The unions have filed suit against Unisys, McDonnell Douglas and other companies to compel payment of retiree health benefits. The courts have issued conflicting rulings on the issue, which is headed to the U.S. Supreme Court.

Riegle said "the loss of insurance coverage for retirees is another indication that our nation's health care system must be reformed. I want to get it done this year."

Bywater noted that the IUE and other unions have negotiated health care protection for workers forced into early retirement because of plant shutdowns.

"Health care benefits for these workers are particularly critical as they, tragically, find they are too old to find new employment yet too young to qualify for Medicare," he told the panel.

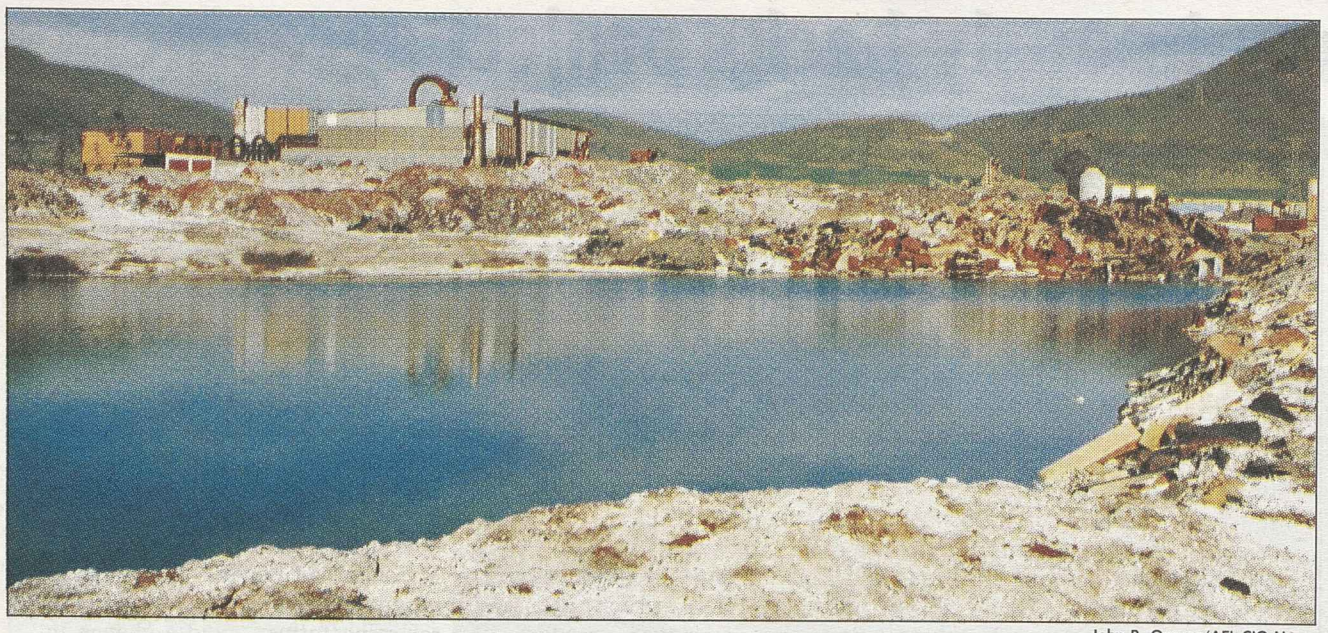
Williams said the USWA and four major steel companies have agreed to back legislation for a "pay or play" system of national health care in which employers would be encouraged to provide health coverage, but if they chose not to, would be required to contribute a payroll tax to a public insurance program.

— Press Associates



Bill Burke/Page One Photography

UAW President Owen Bieber testifies as IUE's William H. Bywater and USWA's Lynn Williams await their turn.



John R. Oravec/AFL-CIO News

A serene pastoral scene this is not. Across this toxic waste holding pond outside Tijuana, Mexico, is a lead smelter and battery recycling plant that the U.S.-owned Alco Pacifico de Mexico abandoned in 1991. The site is contaminated with 15,000 tons of poisonous slag and the pond contains hazardous heavy metals. The polluted water seeps across a road to a dairy farm stocked with a large herd of milk cows.

NAFTA border preview is eye opener

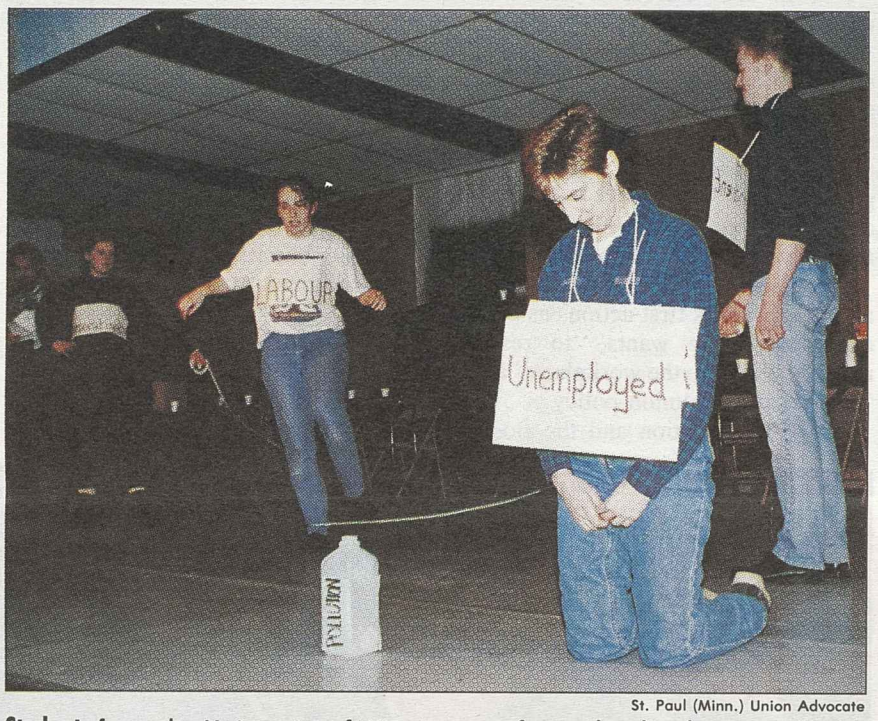
Continued from Page 1

the need for trade negotiators to address these key issues:

- Assistance for U.S. workers displaced by the movement of plants to Mexico, including compensation, training, job search and placement services.
- Protections for Mexican workers through strict enforcement of the country's labor laws, particularly those fired for attempting to unionize maquiladoras.
- Correcting the sources of pollution and environmental degradation through the establishment of a trilateral commission with effective enforcement authority.
- Repair of the deteriorated infrastructure on both sides of the U.S.-Mexican border financed by a cross-border transaction tax.

Besides Gephardt, the other Democratic House members on the tour were Sander M. Levin of Michigan, Ron Wyden of Oregon, Karan English of Arizona, Karen Shepherd of Utah and Bob Filner of California.

Underlining the flaws in the proposed trade package, Wyden said, "I call myself a free-trader, but I can't vote for it."



St. Paul (Minn.) Union Advocate

Students from the University of Winnipeg performed a skit dramatizing the labor and environmental impact of NAFTA during a "Hands Across the Border" rally in Pembina, N.D. The rally, part of a border-to-border labor effort to expose flaws in the Bush trade agreement, included union members from Winnipeg, Manitoba; Grand Forks and Fargo, N.D.; and Minneapolis-St. Paul.

Several tours of the maquiladoras have been conducted over the past 18 months for a score of House and Senate members, including Sens. Howard M. Metzenbaum (D-Ohio) and Paul Wellstone (D-Minn.).

The EPI tour started at a highly automated Sanyo plant that produces some 1,000 television chassis per day with parts shipped in from Japan. The completed TV components are transported to a Sanyo facility in Forest City, Ark., where the final assembly is done.

After four years in operation at Tijuana's Ciudad Industrial, productivity at the Sanyo facility, which is fitted with state-of-art robotics, now exceeds that of its plants in Japan, according to the plant manager. But low wages are a primary factor in the productivity edge for the plant's work force of more than 800, mainly young women under 25.

The average pay for the Sanyo production workers is about $60 for a 48-hour workweek, including bonuses. But that is well above the rate at other Tijuana maquiladoras that pay around $5 a day, workers told the congressional fact finders.

Tijuana's industrial complex is a key base for other Japanese and Korean corporations, including Mitsushito, Hitachi and Hyundai. Under the maquiladora set-up, these Pacific Rim corporations have invested heavily in the Tijuana facilities to establish a launching pad for exports into the United States.

About 30 of the 115 facilities in the complex are U.S. furniture manufacturers that have moved from California to avoid federal and state regulations against air and water pollution.

Ciudad Industrial is located on a hill above a worker's community, Colonia Chilpanzingo. Community leaders described how discharged industrial waste flows down from the maquiladoras, often flooding the dirt roads.

Expressing concerns over the health problems stemming from the community's exposure to the toxic waste, the colonia leaders displayed death certificates of babies born anencephalic — missing parts of their brains.

The toxic waste continues to run down to the Tijuana River, which eventually empties on the U.S. side of the border in the San Diego area. Rep. Bob Filner, who represents the San Diego congressional district, said 13 million gallons of untreated sewage pours in from Mexico daily.

During a visit with workers and their families at Colonia Rio Vista community center, the congressional party was told that the maquiladoras jobs are essential to their livelihood.

"But those who bring us those jobs also must respect human life, here in Mexico, or in any country they enter," one worker said. "We all have the same right to life. Anyone who violates that right is a criminal."

Other workers described difficulties in organizing unions at the maquiladoras, where they are paid about $5 a day. Most employers do not hire workers older than age 25 to avoid those with more work experience who would be more likely to join unions.

Some workers said the Mexican government has failed to enforce labor laws in favor of providing an easier access to the influx of maquiladora plants.

Nearly 2,000 maquiladoras employ 450,000 workers just south of the border, where they don't have to conform to more stringent U.S labor, safety and environmental standards. Most of the operations were moved from the United States to take advantage of the poverty level wage scales.

After losing the election, President Bush signed the NAFTA proposal in December but did not submit implementing legislation. Under the "fast track" arrangement covering trade agreements, both chambers of Congress are required to approve legislation.

A number of studies document the loss of some 500,000 U.S. jobs to the maquiladoras during the 1980s and another half-million jobs would be wiped out in the 1990s under the flawed NAFTA.

Wynn: NAFTA would harm public health

By Candice Johnson

America's public safety and health would be at risk under the proposed trade agreement with Mexico and Canada, Food and Commercial Workers President William H. Wynn told the House Ways and Means trade subcommittee.

Wynn was joined by union Presidents Ron Carey of the Teamsters, Jack Sheinkman of the Clothing and Textile Workers and Owen Bieber of the UAW in proposing changes in the Bush North American Free Trade Agreement that would aid workers and consumers in all three countries.

Telling the subcommittee that labor's concerns "go well beyond the employment and income of workers in our industries," Wynn charged that "several NAFTA provisions regarding food safety standards threaten to undermine current U.S. practices."

Any federal, state or local standard more stringent than those accepted by NAFTA "must climb substantial hurdles in order to avoid being declared illegal barriers to trade," he said.

Wynn pointed out that the standards incorporated in NAFTA — the Codex Alimentarius — are less strict than those in the United States. Under the Codex rule, DDT, aldrin and other highly toxic chemicals and pesticides now banned in the United States can be used. The U.S. ban on the use of carcinogens in processed foods also would be pre-empted, he said.

Testing methods suspect

Nor can the United States rely on Canadian or Mexican testing and evaluation methods, Wynn continued. Testing facilities on the U.S. side of the Mexican border already are overburdened, but Mexico has not yet developed the capability for the kind of residue testing that is standard practice here, he said.

In other food industry provisions, Wynn noted, the U.S. already has given up the right to negotiate a voluntary restraint agreement for meat. Mexico and Canada, however, have retained safeguards for pork, poultry and dairy products, he pointed out.

After easing tariffs on the import of feed grains, the Mexican government "is actively soliciting U.S. joint venture partners" to raise livestock and slaughter it in Mexico for export to the United States, Wynn said.

Carey told the panel that many American companies "are already forming partnerships with Mexican firms or setting up Mexican subsidiaries to take advantage" of a provision allowing Mexican truckers to drive from Mexico to their destinations in the United States and Canada under Mexican wages and labor laws.

While lowering transportation costs for those operations, this provision will result in the loss of as many as a quarter-million trucking jobs in the United States, Carey said.

Bieber and Sheinkman stressed that NAFTA must be able to enforce fundamental worker rights and improve living standards for workers on both sides of the border, as well as include fair adjustment assistance for displaced workers.

Sheinkman also noted that while NAFTA has extensive provisions regarding intellectual property rights, "there is not a word anywhere concerning human rights."

Unions help workers beat odds in negotiations

By Ethel Renee Nance

American workers in 1992 faced great challenges posed by employers, the government and the U.S. economy.

Employers were beset by tight competitive markets as well as sizable debt loads brought on by earlier mergers and buyouts. The Bush administration continued to display a hostile attitude to workers through the reverse enforcement of labor laws. And the flagging U.S. economy exerted pressure on every facet of American life.

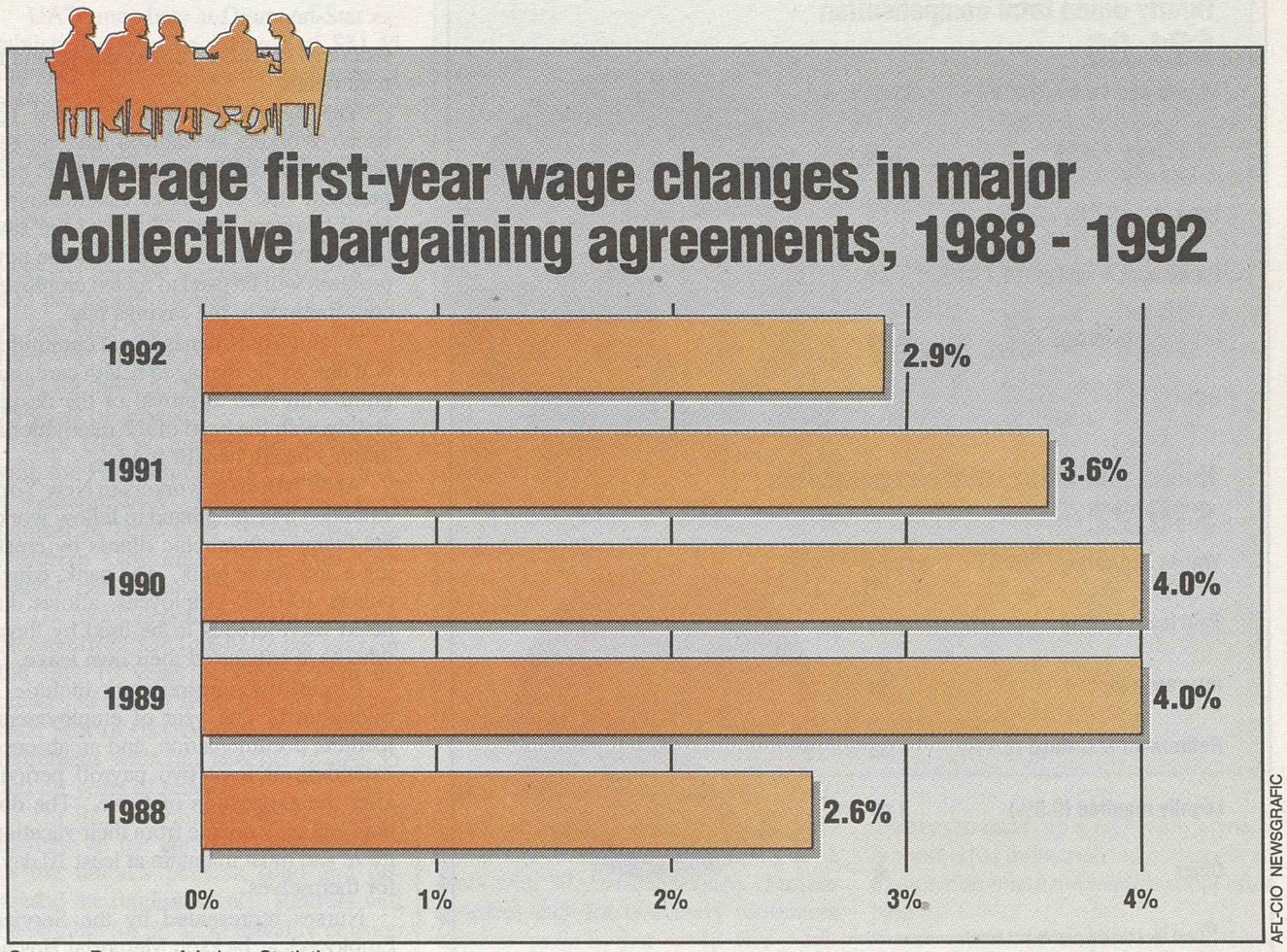
But workers and their unions made some headway in their struggle for economic justice in the workplace.

The sluggish economic recovery was pivotal in the election of a new president as voters responded to a promise by Democrat Bill Clinton to restart the economy with a stimulus package.

The realization of that promise, as well as President Clinton's commitment to national health care reform and a ban on ''permanent replacements'' for striking workers, will ease problems at the bargaining table during 1993.

The escalating price of providing health care has undercut workers' ability to bargain effectively over wages. Management wants to shift the cost of providing this coverage onto their workers, and many employers approached the table in 1992 asking for health care cost concessions from workers.

Unions repeatedly have stressed that the tremendous new dollar cost for health care has gone only to retaining, not to improve benefits — and even retention is sometimes not possible.



Source: Bureau of Labor Statistics

Economic constraints

The economy in 1992 expanded at a modest 2.1 percent, an extremely slow pace for a recovery period.

Previous recession recovery periods have had larger increases in the Gross Domestic Product (GDP), as well as significant expansion in jobs. By February 1993, only 498,000 jobs had been added in the 23 months since March 1991, the bottom of the recession. By comparison, some 4 million jobs were added in the same period after the 1975 Ford recession and about 6 million jobs in the period after the 1981 Reagan recession.

Employers are hiring reluctantly and many are announcing layoffs. This has affected the bargaining climate, making many employers reluctant to discuss wage and benefit improvements at the bargaining table.

The unemployment rate for December 1992 was 7.3 percent, with a count of 16.6 million partially or fully unemployed. With this many people out of work and looking for jobs, job security is a bargaining priority. In the private sector, major job loss continued in manufacturing and construction.

More than 188,000 manufacturing jobs disappeared from January 1992 to January 1993, while more than 1 million manufacturing jobs were lost since June 1990, the start of the recession. From January 1992 to January 1993, more than 43,000 jobs were lost in the construction industry, and some 633,000 jobs were lost from June 1990 to January 1993.

Similar devastation continued in many other private-sector industries. The long-term instability in the airline industry stems from deregulation in the late 1970s, followed by leveraged buyouts, bankruptcies and the breakups of a number of carriers. This instability affected the aerospace industry through a drop in equipment orders. Combined with cutbacks in defense spending, this caused massive layoffs.

Some employers sought to dump their obligations to their retired workers, by announcing cancellations in their retirees' health care benefits and by trying to renege on their promises to unionized workers.

Complicating negotiations was a new financial standard by the Financial Accounting Standards Board (FASB No. 106), which changes the way businesses list their liabilities, requiring employers to reflect currently the cost of providing for current and future post-retirement non-pension benefits.

This means that obligations that firms have always had in regard to their retirees, for benefits other than pensions, must now be shown in their income statements and balance sheets. The funds for these charges, which previously were mingled with other expenses, must now be earmarked.

Companies with a large number of retirees will have financial statements showing larger liabilities than firms with a younger work force, which will be reflected in the way a company is evaluated. Because of this new procedure, many employers no longer are willing to carry the expense of providing these benefits to past employees. There is increased corporate pressure to sever obligations to future retirees by limiting benefits.

Bargaining summary

For contracts negotiated in 1992, the average first-year wage rates showed a 2.9 percent increase in the Bureau of Labor Statistics survey of private-sector settlements covering 1,000 workers or more.

This is the lowest average first-year wage change in four years, just keeping pace with inflation. Over the life of the contract, the wage rate will increase an average of 3.2 percent per year.

In the BLS survey of state and local government settlements, the average first-year wage increase was 1.1 percent, less than half the inflation rate. The wage rates over the life of the contract will increase an average of 2.1 percent.

In addition to the wage increases, a number of contract provisions for lump-sum payments are not included in the above figures because they are not rolled into the base. The BLS estimates that the incidence of lump-sum payments in major collective bargaining settlements covering 1,000 workers or more in the private sector has declined steadily.

For 1992, 33 percent of workers covered by collective bargaining agreements had provisions for cash lump-sum payments. This is a drop from 1989, when it was a provision in 44 percent of agreements.

A release of average wage rate changes in major collective bargaining agreements by the BLS shows an effective wage increase of 3.1 percent for all industries surveyed in 1992.

The manufacturing and non-manufacturing industries both had a 3.1 percent increase in the annual average wage rates. The construction industry posted an increase of 3.3 percent. The annual average wage rates increased 3.4 percent in the wholesale and retail trade industries and 3.7 percent in the services industry.

These wage rate changes include changes in wages from current settlements, those reached in a prior period and cost-of-living-adjustment (COLA) clauses.

With the Consumer Price Index (CPI) at 2.9 percent, this means that unionized workers saw their wage package outpace the inflation rate. But with a 2.9 percent rise in productivity in the business sector, they failed to capture a share of the gains in output per hour of work in 1992. Productivity increased 3.0 percent in the manufacturing sector.

According to a BLS household survey, these wage increases translated into a distinct union advantage in median weekly earnings in 1992. Union workers averaged $526 a week and non-union workers only $404.

In the production and craft occupations on the average, union members earned a weekly pay of $621 while non-union workers earned $438 in weekly pay. Within the transportation and public utilities industries, the average weekly wage was $615 for unionized workers and $510 for non-union workers.

Compensation for civilian workers, as measured by the Employment Cost Index, rose 3.5 percent in 1992, down from an average increase of 4.3 percent in 1991. The wages component of the ECI rose 2.7 percent for 1992. The benefits portion reflected a 5.3 percent increase, a drop from 5.6 percent in the previous year.

The Employment Cost Index (ECI) is an establishment survey that measures changes in compensation costs of wages, salaries and benefits to employers. The ECI also measures the level of union and non-union compensation costs to employers. Lump-sum payments and COLAs, which can be computed at the time of settlement, are included in the compensation costs.

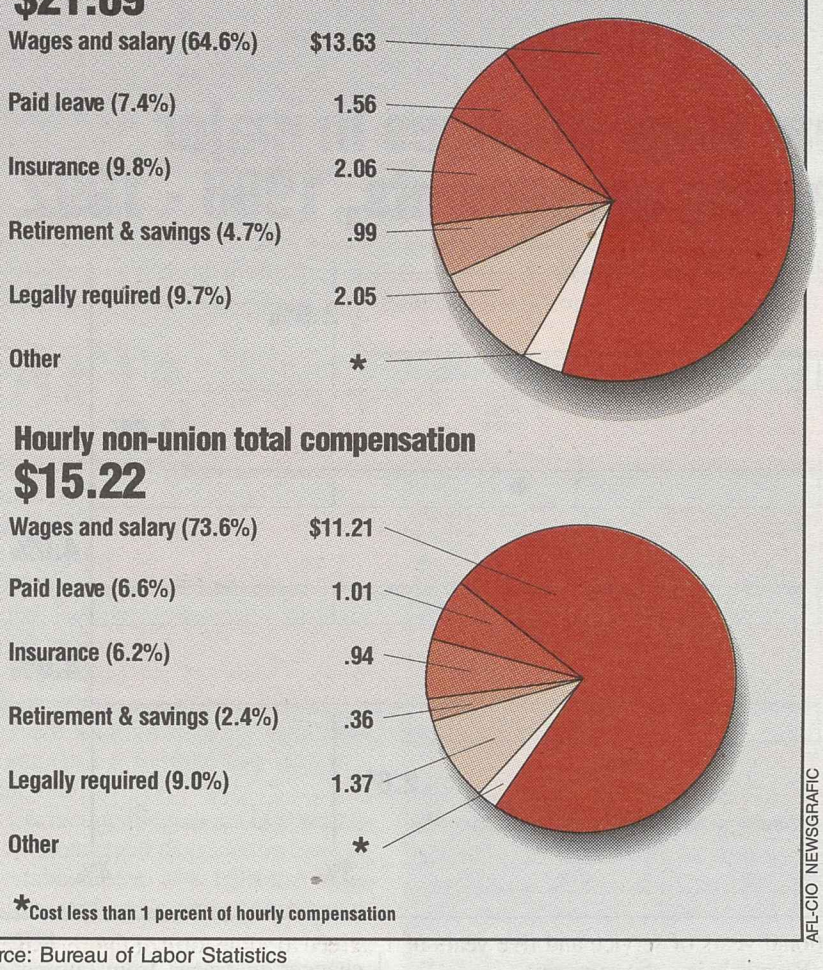
These benefits costs — paid leave,

Continued on Page 8

Ethel Renee Nance is the 1992-93 intern with the AFL-CIO Department of Economic Research.



Compensation breakdown: wages and benefits, union vs. non-union, 1992



Source: Bureau of Labor Statistics

Continued from Page 7

supplemental pay, insurance, pension and savings plans, legally required benefits and others — are measured without the effects of employment shifts among occupations and industries.

State and local government workers averaged a 3.7 percent increase in the total compensation package. The wage portion of the ECI for this group showed a 3.0 percent increase in their wages. The benefits portion reflected a 5.4 percent increase in their benefits package.

The total hourly compensation package in the ECI establishment survey for unionized workers in 1992 was $21.09, with 65 percent ($13.63) going for wages. The total hourly package for non-unionized workers was $15.22, with 74 percent ($11.21) for wages.

For unionized employees, health insurance cost $1.89, or 9 percent of the total hourly compensation costs, while 86 cents, or 5.7 percent of total hourly compensation of non-unionized workers, went for health insurance. Unionized workers are getting on the average a more comprehensive level of coverage, and consequently better coverage.

Of course, the size and the location of the company influences the cost of health insurance, and the type of occupation and industry also play a part in determining the cost of insurance.

Collective bargaining in 1992 continued to reflect the positive impact of unionization on wages. Across all industries, unionized workers gained an economic advantage with union membership.

Scheduled raises in 1993

The major agreements covering 1,000 or more workers averaged 3.4 percent in wage increases upcoming in 1993. About 80 percent of the workers affected are in private industry. The scheduled wage increases average 3.2 percent in private industry with COLA provisions. For workers not under COLA provisions, the increases average 3.5 percent.

In major state and local government agreements, the scheduled wage increases average 3.9 percent. Those with COLA provisions will yield wage increases of 2.1 percent, while those without will yield increases averaging 4.0 percent.

The bargaining atmosphere in the early part of 1993 will continue to feel the pressures from limited job growth. With the expanded employment opportunities promised by a Clinton administration stimulus package, there will be a decrease in the numbers of the unemployed. Firms hesitant about expanding their work forces should then have more confidence to hire workers. Negotiations in 1993 will continue to be centered on health care costs, income protection and job security, early retirement programs and maintenance of retiree benefits. Firms will maintain their cost-cutting stance and, until a national health care program is in place, the bargaining table will continue as the workplace arena for runaway health care costs.

Health and welfare

As the costs of health care continue to skyrocket, union members have been forced to look for alternative ways to maintain their coverage. Management's initial stance has been to shift some portion of the health care premium costs to the worker.

Managed care programs have continued to expand — but have not and cannot solve all the problems by themselves. Such programs differ from traditional health care systems in that they restrain costs by placing more restrictions on choice in physicians and in treatments.

Negotiations in 1993 will continue to be centered on health care costs, income protection and job security, early retirement programs and maintenance of retiree benefits.

The Bakery, Confectionery and Tobacco Workers at Nabisco have agreed on the creation of a managed health care program that is tied to establishing a 401(k) savings plan. Some of the savings derived from the switch to the new program will be used to match employee contributions to the savings plan.

A joint labor-management committee will design the managed health care program with final approval of the design resting with the head of the international union's health benefit fund.

AFSCME state workers in New York extended a helping hand to fellow workers facing catastrophic illness by creating a sick leave bank. The bank, which covers 100,000 employees, allows donated leave credits to be used by those who have exhausted their own leave.

Eligibility requirements include a minimum of one year of employment, medical documentation, and an absence extending at least two payroll periods after the exhaustion of leave. The donors can only donate from their vacation leave and must maintain at least 10 days for themselves.

Nurses represented by the Service Employees at Jackson Memorial Hospital in Miami have a first contract that protects against airborne and bloodborne diseases.

The language providing safeguards against occupational exposure to diseases requires the employer to maintain engineering controls first, then follow through with workplace controls and personal safety equipment. The contract also calls for the creation of a committee of nurses empowered to inspect and correct hazards.

SEIU members at Johns Hopkins Hospital gained 100 percent employer-paid health insurance for hospital stays if treated at Johns Hopkins. This is up from an 80 percent co-payment by the hospital.

The Utility Workers and Consolidated Edison in New York have agreed to a company-funded lifetime monitoring program for those who have worked with asbestos, polychlorinated biphenyls or lead. This agreement covers all current workers and those who retired after June 21, 1992.

Job security

Amid a growing trend of runaway companies seeking lower wages and non-unionized settings, unionized workers have used their bargaining power to protect their jobs. Unions are concerned about keeping their members working, preventing layoffs and, when possible, getting workers who have been laid off back to work. This big issue is job security.

The Electrical Workers in the St. Louis area negotiated a partial solution to the problem of maintaining consistent employment while also keeping up their skills.

With the National Electrical Contractors Association, the IBEW agreed on job-sharing contract language that provides a rotation of unemployed workers back in place of an employed worker when a shortage of work forces a layoff of 20 percent of the work force.

The Communications Workers and the IBEW, in their national agreements with AT&T, have established a rehire system for employees on layoff or recall that allows them first access to any new jobs for a three-year period.

The contract also established a Re-Link program, in which employees can receive termination pay, benefits and seniority for up to two years, and have first priority on temporary jobs. Additional language allows operators six months of extra pay and benefits if they have not found permanent employment when their termination pay ends.

The Letter Carriers and the Postal Service reached an agreement on part-time flexible letter carriers. The carriers will be able to convert to full-time regular status by November 1994 under the memorandum of understanding.

The Postal Service has undergone reorganizing and many vacancies have not been filled. The conversion to full-time hours will first fill vacancies at their assigned offices and then districtwide by reassignment. After the district vacancies have been filled, transfers will be offered to other offices.

The agreement between the Retail, Wholesale and Department Store Union and the League of Voluntary Hospitals and Homes in New York City guarantees first rights to laid-off workers at any signatory hospital in the same classification. It also provides income supplements to any laid-off worker participating in training programs.

The Paperworkers at Weyerhaeuser in Pennsylvania have new protective language that restricts the use of temporary workers.

The Machinists and Boeing have agreed to improved contract language that allows for a five-year recall period for employees with three years or more of service who have been downgraded or laid off. Their previous agreement called for a three-year recall period with service of three to five years.

The four-year agreement covering Food and Commercial Workers at P&C stores in New York state guarantees full-time workers 40 hours of work a week and fully paid health insurance. Workers regularly scheduled for 30 hours or less per week are guaranteed time-and-a-half for working more than 35 hours per week.

The UAW and General Motors have agreed to a new job security program that recalls laid-off workers, effective after 36 weeks of layoff. If there are no open positions, the workers join a job bank that pays full salary and benefits throughout the life of the contract.

Additional provisions also give long-term furloughed workers first preference in job openings and call for the creation of a temporary placement program to fill potential job openings created by early retirement.

Contracts for Hotel Employees and Restaurant Employees at Yale University grant laid-off workers the option of either training grants for up to six months with severance pay of one week for each year of service, or admission to an interim employment pool. The pool allows workers to receive full pay and

benefits for up to 12 months while working in temporary assignments until permanent employment is available.

The agreement, covering clerical and technical workers, calls for a layoff notice of 90 days and assistance for income, training and job placement for laid-off workers.

The Teamsters reached an agreement with the National Automobile Transportation Association on work protection language. It stops and prohibits the association's double-breasting operation of bypassing its unionized drivers to use non-union drivers for carhauling.

UFCW members have a five-year agreement guaranteeing 2,000 bargaining unit jobs at Kroger Food Stores in Detroit.

Cost-of-living adjustments

COLAs tied to the Consumer Price Index have been bargained to maintain the real purchasing power of the negotiated wage. Historically, COLAs have served to offset large increases in the inflation rate.

In the high inflation of 1983, more than 60 percent of contracts contained a cost-of-living adjustment clause. Workers then were well aware that wages not tied to a COLA meant their wage increases did not keep pace with the rate of inflation.

In 1992, the number of agreements containing cost-of-living adjustments was 28 percent, down from 30 percent in 1991. The relatively low current inflation rate should not diminish the importance of maintaining partial wage increases tied to COLAs.

A new agreement between the Utility Workers and the Consumer Power Co. of Michigan provides for a COLA payment of 1 cent per hour for each 0.135 point change in the CPI-W, with a guaranteed annual payment of 33 cents an hour. This agreement provides for a roll-in to base wage rates of $2.34 in earlier earned COLA payments.

The Machinists at Boeing have agreed to a new three -year contract providing for immediate payment of a COLA of 30 cents an hour and for an additional quarterly COLA payment of 1 cent an hour for each 0.075 percent change in the CPI-W.

The settlement the Steelworkers reached with Ravenswood Aluminum Co. calls for quarterly COLA payment of 1 cent per hour for each 0.3 point change in the CPI-W after a 3 percent increase above the base month level. The agreement has a COLA base of 74 cents an hour of previously earned COLA allowances.

Pension improvements

In the face of adversity, many unions were able to improve their pension formulas at negotiations. Upgrades in pension plans in many industries were in the form of improved formulas and benefit levels, and lower age requirements.

UAW members at Diamond-Star established a pension formula of $31.45 monthly minimum rate for each year of service. The contract also increased company matching investment in the 401(k) savings plan, with contributions moving from 50 cents on the dollar to 60 cents on the dollar.

The IAM at Pratt & Whitney plants received pension upgrades from $25 to $33 per month for each year of service. A one-time early retirement enhancement was offered for the first quarter of 1992 for those 55 years of age who have 25 years of service.

The UFCW reached an agreement with the Food Employers Council, Inc., a multiemployer group representing a number of large food market chains in Northern California, that gained substantial pension increases.

The monthly pension formula was increased from $36 to $40.92 per year for the first 10 years of service with increases to $54.54 from $48 per year for each year of service after 10. It moves retirement with full benefits to age 55 and 30 years of service.

The BCT negotiated with Nabisco an increase in the company's contribution to the union's pension fund and upgraded the funding levels. Retirees will be eligible for an $850 monthly pension benefit effective August 1993, with effective increases to $900 in February 1994, $950 in January 1995, and $1,000 in January 1996.

The pension agreement between the USWA and LTV Corp. was the final cornerstone in the company's bankruptcy reorganization plan. This agreement raises lifetime pension benefits to $1,200 a month for workers who retire after 30 years of service. It also bumps benefits up to $1,600 a month until age 62 for early retirement at age 55.

The Utility Workers agreement at Consolidated Edison in New York lowers the age for full pension benefits to 55 years with 30 years of service. Further upgrades call for two early retirement window periods that credit five additional years of service and five years of age to the eligibility formula.

The recent settlement at Boeing garnered IAM members an increase in their minimum benefit formula, from $30 to $35 a month for each of service.

The AT&T agreements with CWA and IBEW call for a pensions benefit increase of 13 percent.

Benefits for families

New federal legislation provides unpaid family leave — allowing U.S. workers to catch up a little with workers in most other industrialized countries, although elsewhere the leave is more often paid.

A number of employers also have agreed to some form of family leave policy. Some of the recently negotiated policies run the gamut from paid leave time to unpaid time off.

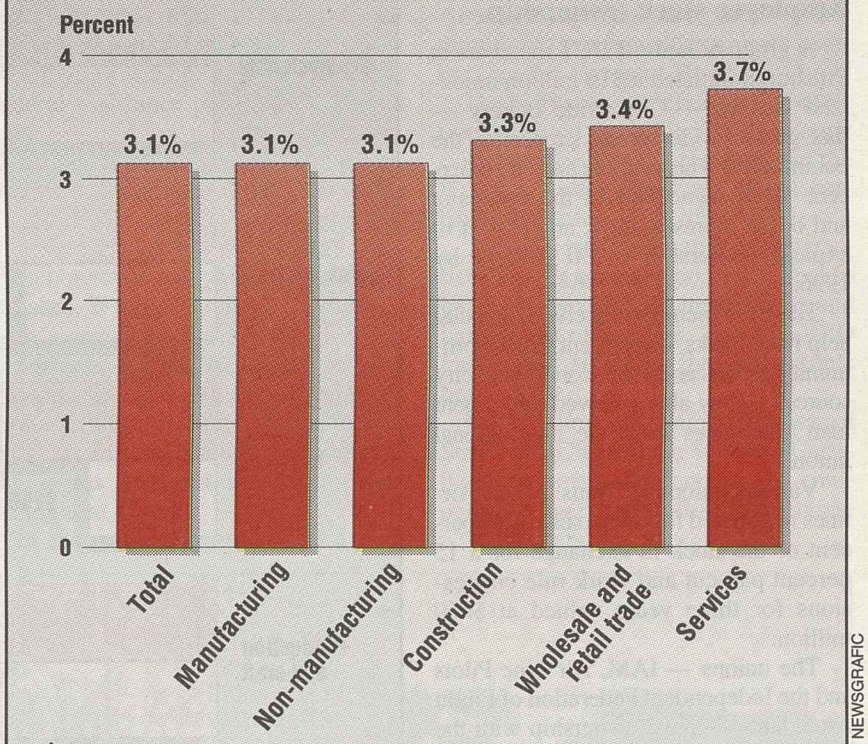
IAM members at Pratt & Whitney have a family leave policy that allows an employee up to 90 days of paid release time for the birth or the adoption of a child or for the caring of a seriously ill member in their immediate family.

BCT members have new contract language at Hershey Chocolate Co.

Continued on Page 10



Average wage changes* in major collective bargaining agreements, 1992



*Includes change in wages from current settlements, settlements in a prior period and COLA provisions.

AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

1993 Collective Bargaining Calendar

Aerospace

Nine major aerospace industry contracts will expire in 1993. The Machinists have the largest number of agreements coming up for negotiations — Beech Aircraft Corp., General Dynamics (San Diego and Fort Worth), McDonnell Douglas, Lockheed-Georgia and Lockheed Missile and Space. The UAW contract at Bell Helicopter Textron Inc. is expiring. The Teamsters have one contract expiring at Sikorsky Aircraft Division.

Automakers

In September, the "Big Three" (General Motors, Ford and Chrysler) have agreements expiring with the UAW.

Communications

There are individual contracts among the Communications Workers and the Electrical Workers at GTE; General Telephone Cos. of Florida, Wisconsin and the Northwest; and Carolina Telephone and Telegraph.

Construction

A total of 139 major construction agreements covering more than 413,000 workers expire in 1993.

Government

In state and local governments, 222 major agreements are scheduled to end in 1993. More than one-fifth of the contracts expire among California government workers. Large state contracts for workers represented by AFSCME and the Service Employees expire in Pennsylvania, Hawaii, Massachusetts and Oregon. Chicago teachers, members of the AFT, will be in negotiations.

Health Care Services

SEIU has contracts expiring in 1992. In March, contracts expire at Kaiser Foundation Hospitals. Agreements with the Illinois Association of Health Care Facilities also lapse.

Mining

The Mine Workers are set to open negotiations with two groups of multiemployer coal operators, the Bituminous Coal Operators Association and the newly formed Independent Bituminous Coal Bargaining Alliance. The Mine Workers contract with the Island Creek Coal Co. expired in February.

Petroleum

The Oil, Chemical and Atomic Workers are completing bargaining with major oil companies after negotiating a pattern agreement with Amoco Oil in February. Other companies include Atlantic Ritchfield Co., Chevron, Mobile Oil, Shell Oil and Texaco.

Postal Service

Rural Letter Carriers have contracts up for renewal in November. The Mail Handlers, a division of the Laborers, also have contracts expiring in November.

Services

The IBT contract at United Parcel Service will expire in July. The agreement between the SEIU and the Maintenance Contractors Association of New England expires in August.

Steel

An LTV Steel multistate agreement with the Steelworkers expires in August. The USWA at Inland Steel and at Bethlehem Steel Co. also will open negotiations in 1993. The USWA and IAM recently approved new contracts with American National Can Co. and Crown, Cork and Seal Co.

Textile

The Clothing and Textile Workers have a major contract with the Clothing Manufacturing Association that expires in September. The Textile Workers at Dan River have a contract expiring in April. A contract ends in June for the Ladies' Garment Workers with the New York Lingerie and Negligee Manufacturing Association.

Continued from Page 9

for differential release time for workers with young children. It allows employees with children younger than 14 years of age to collect up to 75 percent of pay when taking off.

UFCW members at Prudential Insurance Co. signed a contract granting 26 weeks of unpaid leave for the birth or adoption of a child and 12 weeks of unpaid leave for a serious illness in the immediate family.

Employee stock ownership

A group of laid-off BCT members in Pittsburgh initiated a $10 million unionized venture — City Pride Bakery — that gained wide spread support in the community. The workers have a 10 percent stock ownership in the company and board representation, and expect to expand ownership to 30 percent by 1996.

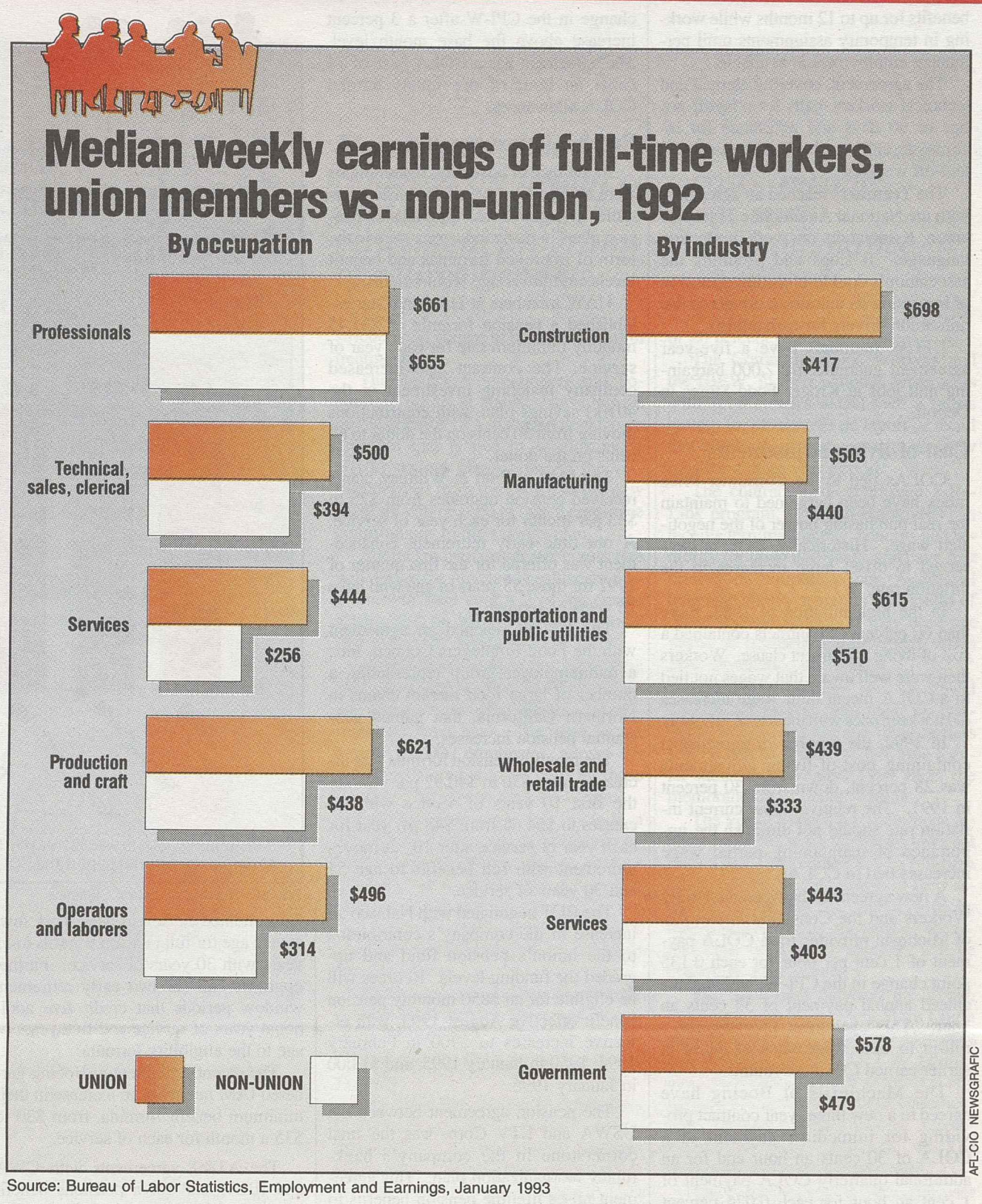
The BCT members received financial help from banks, investment firms, community groups and state, county and city sources. They also received equipment loan guarantees from the international union.

Various unions at Trans World Airlines negotiated for ownership of 45 percent of the stock in exchange for a 15 percent pay cut and work rule concessions for three years valued at $660 million.

The unions — IAM, Air Line Pilots and the Independent Federation of Flight Attendants — have ownership with the airline's creditors after an agreement was reached between the U.S. Pension Benefit Guaranty Corp. and the owner, Carl Icahn. This agreement caps employee pension increases and guarantees Icahn will provide $240 million in payouts if the airline fails. Icahn also will provide $200 million to enable the carrier to continue operations.

As the TWA case shows, ESOPS — Employer Stock Ownership Plans — often are a rescue mission, with employers less often inviting workers into ownership of a going concern.

But in the IBEW and CWA agreements at AT&T, there was a switch from profit-sharing to a plan providing employees with $3,300 in AT&T stocks over the life of the contract.



Source: Bureau of Labor Statistics, Employment and Earnings, January 1993

Workplace committees

Many unionized workers continue to experiment and install partnership arrangements with management. Cooperative approaches through joint labor-management committees continually are sought by both management and workers.

A new partnership agreement between the AFL-CIO building trades unions and Bechtel Construction Co. establishes a joint labor-management committee, the National Alliance, to improve the construction process and to reduce costs.

The committee, made up of union presidents and senior company officials, deals with improving the skilled work force, quality management techniques and safety and environmental concerns on the job sites. The National Alliance will consult on future construction projects.

The IBEW established a joint committee with management of the Long Island Lighting Co. to discuss health insurance options, the expansion of random drug testing and seniority exceptions for compliance with the Americans With Disabilities Act.

SEIU at Northwestern Hospital will participate in a joint labor-management committee on job classification upgrades.

The HERE agreement covering service and maintenance workers at Yale University calls for the establishment of a joint committee on productivity, work rules, and subcontracting issues. This committee is authorized to identify and correct inefficient work practices and management techniques.

The IAM, ALPA and the unaffiliated IFFA will hold four seats on the reorganized TWA board. This will allow them to appoint a member to a management team that will run the company.

The AFSCME contract with the state of California established two union-management committees — on health benefit cost containment and on comparative dental benefits cost containment.

At North Carolina Freightliner Corp., the UAW established two labor-management committees — one on health and safety and the other specifically on ergonomics.

Worker training

In the face of a weakened economy, many companies have laid off large portions of their work force. To offset this, many unionized workers have sought protective language that provides further training.

CWA and IBEW at AT&T negotiated new language improving the funding level of the jointly administered Alliance Program, from $40 million to $80 million. The funding is raised through an $18.50 per month assessment on each worker. The agreement also called for a guaranteed 40 hours of job-related training each year.

In aerospace, the IAM at Boeing adopted an improvement in the Quality Through Training Program paid through an assessment of each employee for 10 cents an hour worked for funding up to $10 million. Union members also were able to improve the funding of the Health and Safety Institute with contributions set for a minimum of $4 million through an assessment of each employee for 4 cents an hour worked.

A contract provision establishes a new educational, safety and cultural fund for UFCW members at P&C Foods in upstate New York. The funding comes from company contributions of 10 cents an hour worked for full-time workers and 5 cents an hour for part-time workers.

Workplace safety

The Newspaper Guild at the New York Times Co.'s Santa Rosa Press Democrat has protective language that provides for annual optical exams for VDT users.

Holidays

The Operating Engineers gained Martin Luther King's birthday as an additional holiday in their recent contract with Duke University.

The Amalgamated Transit Union also expanded holidays to include Martin Luther King's birthday in contracts with Missouri Transit Management, Jackson Transit Management Inc. in Mississippi and Watcom Transit Authority in Washington.

The Transportation Communications Union at Amtrak and the Chemical Workers at W.R. Grace Co. in Maryland also gained King's birthday as an additional holiday.

Length of contract

This bargaining year produced a trend toward lengthening the contract term to four years — from 5 percent of the contracts in 1991 to 21 percent in 1992.

For many years, the length of contracts was for one year, with an increasing number running to three years. The standard contract length eventually became a three-year period.

A longer contract term adds job security and stabilizes the bargaining relationship for a longer period. This is an advantage for both workers and employers.

HERE members at Yale University agreed on a four-year contract that includes expedited arbitration procedures. The Utility Workers at Consolidated Edison in New York reached a four-year settlement.

Other innovations

An emerging trend in some bargaining circles is the neutrality clause for organizing campaigns being signed by a number of unions and employers with multiple work sites.

The nurses in the SEIU unit in Los Angeles County hospitals have reached an agreement that calls for adequate staffing levels based on the acuteness level of patients. Staffing problems were once so severe that almost 1,000 nursing positions were vacant at one time.

Labor boosts workers at modern-day plantation

By James B. Parks

The lines have been drawn in a classic human and workers' rights battle at Hood Furniture Manufacturing Co.

On one side are some 400 predominantly African-American Electronic Workers, who don't make enough to feed their families even after a full workweek. Many are eligible for Food Stamps and Medicaid, which they need to survive.

On the other side is one of the wealthiest and most powerful families in Mississippi. The Jackson-based company is run with a ''plantation mentality'' that demeans workers and forces them to labor in unsafe conditions and denies them basic worker rights, said AFL-CIO Organizing Director Joe Shantz.

The AFL-CIO, through its Strategic Approaches Committee, sent five staff members to help the workers develop a corporate campaign strategy to force Hood to negotiate a first contract with the IUE.

The internal campaign will concentrate on an extensive organizing and information program for new workers, said Ed Feigen, a federation strategic projects coordinator. The company has hired more than 100 new workers since the union was certified.

The external campaign will take the moral issues of a living wage, access to affordable health care and health and safety to the community, Feigen said.

Some Hood workers with as much as 10 years service make only $4.50 to $5.50 per hour. The company charges the workers $25 per week for health care, forcing many of them to go without insurance. ''It's a case of a wealthy, profitable company abusing federal assistance programs,'' Feigen said.

Serious concerns about working conditions at the Hood plant also have been raised, Feigen said. A few weeks ago, a worker lost his arm after it was caught on a conveyor belt and dragged into a crusher. It took 35 minutes to free the man's arm from the machine.

Michael Szpak, AFL-CIO religion liaison, is working with religious leaders and community groups to help form coalitions that will help address the issues involved in the workers' struggle at Hood.

In the political arena, several state legislators with strong ties to the African-American and labor communities are expected to propose hearings on the issues at Hood.

The IUE won a representation election at Hood in 1989. The company filed objections to the election, but the National Labor Relations Board certified the union in October 1991.

The IUE has filed unfair labor practice charges against Hood for failure to bargain in good faith, intimidation and harassment of workers. The AFL-CIO has added Hood to the federation's boycott list.

Despite the support of the Mississippi State AFL-CIO and the Southern Christian Leadership Conference, the company's owners still refuse to negotiate with workers.

Lockout fuels gas workers' health care fight

Boston

The Steelworkers are fighting to preserve health care benefits for some 1,100 USWA members who have been locked out since January by two Massachusetts gas utility companies.

Boston Gas Co. Jan. 24 locked the gates on 920 members of USWA Local 12003 after the union rejected a contract that would cripple their current health care insurance coverage, even though union negotiators offered to extend the expired contract.

A week earlier, 152 members of USWA Local 12026 were locked out by the Springfield Division of Bay State Co. over a similar health care dispute.

In the rejected proposal, Boston Gas wanted to switch insurance from Blue Cross to a Prudential plan that would limit the choice of doctors and hospitals while requiring a worker to contribute up to $58 a month for family coverage, the union said.

The union offered an alternative to the co-payment plan, calling for continuing the current system and restructuring benefit levels to save the company more than $100 a month per employee.

Boston Gas also wants to strictly limit health insurance coverage for future retirees, a path taken by other companies after the Federal Accounting Standards Board issued new rules.

Under the new FASB regulations, a company that provides retiree health insurance must include the future costs of the plan in its current balance sheet so shareholders are aware of future liabilities. Rather than cutting their profit margins, companies now are trying to eliminate or reduce retiree health care increases.

Bay State Gas also wants to pass on the rising insurance costs to its workers and slash retiree coverage.



Steelworkers photo

Workers voice their displeasure to Bay State Gas shareholders as they arrive for an annual meeting in Westborough, Mass.

The locked-out Bay State workers aired their concerns on picket lines outside company headquarters in Westborough, Mass., as shareholders arrived for the company's annual meeting.

They pointed out that management's attempt to pass on rising health care costs to workers by installing a ''benefit choice'' plan would leave most of the choice to the company rather than the workers.

USWA negotiators are continuing talks with both managements. Health care coverage is expected to be the major issue in contract bargaining with other New England gas utilities in coming weeks.

Meanwhile, the Boston City Council March 3 unanimously approved a resolution to withhold city payments to Boston Gas until the lockout is ended.

In testimony March 8 before the state Joint Committee on Commerce and Labor, legislators joined labor leaders in urging support for a bill to pay weekly benefits in lockouts or the imposition of less favorable terms of employment upon expiration of a contract.

Nevada lawmakers join in call for Frontier settlement

By Colleen M. O'Neill

Unions members striking the Frontier Hotel in Las Vegas have welcomed the call for binding arbitration by the Nevada congressional delegation as the labor movement continues to rally behind the 550 long-suffering workers.

More than 800 UAW members, including the union's executive board, participated March 9 in a solidarity march from the Las Vegas Hilton to the Frontier. It was the first of many such events planned to follow the Dec. 5 Desert Solidarity March that brought more than 20,000 union members and shut down the Las Vegas Strip. The marchers, led by UAW Vice President Stephen P. Yokich, were in town for the Skilled Trades Conference.

The Nevada congressional delegation Feb. 4 urged the unions and the Elardi family, owners of the Frontier, to submit to binding arbitration.

''This lingering strike has angered the public, harmed the image of southern Nevada and its economy while threatening to sour a generally harmonious employer-employee climate in our state,'' the legislators said in a letter to the unions and the Elardis.

''It is time for this acrimonious and unnecessary situation to cease,'' wrote Sens. Harry Reid (D) and Richard H. Bryan (D) and Reps. James H. Bilbray (D) and Barbara F. Vucanovich (R).

The five striking unions — Bartenders Local 165 and Culinary Workers Local 226, both affiliated with the Hotel Employees and Restaurant Employees, Carpenters Local 1780, Operating Engineers Local 501 and Teamsters Local 995 — accepted the proposal. The unions had offered binding arbitration as one solution before striking.

There has been no word yet on the proposal from the Elardi family, which has been criticized by fellow employers in Las Vegas. Family leader Marge Elardi is the object of a ''Message for Marge: Settle or Sell'' chant at trade union rallies.

''We are confident in our position,'' said Jim Arnold, secretary-treasurer of Culinary Local 226, the largest of the striking unions, ''so we are willing to run the risk of giving up to an arbitrator our right to make our own decisions.''

The Clark County Board of Commissioners voted unanimously March 2 to support the congressional delegation's call for binding arbitration.

The Frontier workers have been on strike since September 1991 after working more than a year without a contract. The Elardi family spurned a contract similar to those in other casinos and sought wage cuts, the elimination of the pension plan and decreased health benefits, forcing the workers out the door with a take-it-or-leave-it ultimatum.

Local unions have been asked to adopt a striking family via monthly pledges of between $25 and $200. Details on the AFL-CIO-sponsored program are en route to state federations and local bodies in Arizona, California, Colorado, Hawaii, Montana, Nevada, New Mexico, Oregon, Texas, Utah, Washington and Wyoming.

The funds will provide a steady monthly income for the striker assistance committee and help provide food, shelter and health care for workers and their families.



John R. Oravec/AFL-CIO News

Farm Labor Organizing Committee Vice President Fernando Cuevas and President Baldemar Velasquez confer with former Secretary of Labor John Dunlop during a meeting with the AFL-CIO Organization and Field Services Department. FLOC, chartered last year as a directly affiliated local union, met March 2 with Organizing Director Joe Shantz and AFL-CIO staff to learn of various resources and assistance available from the federation in their organizing drives. Dunlop also has been advising the group.

USWA gains committees in two pacts

Union opens talks with steelmakers

By James B. Parks

The Steelworkers have approved new five-year contracts with two major container manufacturing companies, giving about 4,000 workers raises and a say in labor-management issues.

The agreements with American National Can Co. and Crown, Cork and Seal Co. improve workers' "economic well-being and their employment security . . . within non-inflationary guidelines that will keep the companies competitive," said USWA Vice President Leon Lynch, the union's chief negotiator.

"Equally important, the agreements set the stage for mutual problem-solving mechanisms to improve labor-management relations," Lynch added.

The agreements include provisions for new joint committees to examine issues related to employment security, productivity and labor-management communication.

The contracts approved Feb. 22 provide an immediate $500 signing bonus and wage increases of 1 percent in 1995 and 1996. Cost-of-living adjustments will be paid as bonuses the first two years of the contract and rolled into wage rates the last three years. The contracts expire Feb. 23, 1998.

The agreements call for a new managed care health system at American National Can. Pension benefits at both companies were increased by $3 a month for each year of service and a cap on benefits linked to Social Security payments was eliminated.

Meanwhile, the USWA opened preliminary negotiations March 1 with four major steel companies in an effort to reach early agreement on contracts covering some 44,000 employees.

A four-year contract with USX Corp. expires January 1994. Four-year agreements with National Steel Corp., Bethlehem Steel Corp. and Inland Steel Corp. expire July 31.

In a bold new collective bargaining strategy, the union's Basic Steel Industry Conference offered in January to open negotiations early and "to consider longer-term contracts out of concern for market and employment stability."

But, the statement cautioned, "the union will not start down the new path except on the condition that there will be no concessions in wages and benefits and that the union will be provided full and continuing access to the company's financial books and records."

"The union's need for information concerning company plans, strategies and prospects is a theme which runs throughout the substantive elements of the new approach," the USWA said.

The union also said it was willing to restructure the work force and reorganize the way work is done to help improve quality and reduce costs through worker attrition and reduced management. Health costs would be reduced through a managed-care alternative to the current plan, provided there was no cost-shifting to employees.

The USWA said it would not accept wage or benefit concessions and would seek no-layoff policies and increased worker involvement, possibly including union representation on corporate boards of directors.

GCIU takes new tack in negotiations

The Graphic Communications Union is working with unionized employers to develop more harmonious and productive relations through a new problem-solving approach to collective bargaining.

The benefits of "mutual interest" bargaining, developed by the Cornell University School of Industrial and Labor Relations and the Human Incentive and Resource Education Institute, were explored by union officials in January during the first in a series of workshops held in Rochester, N.Y.

"I used some of the things from the seminar on an adversarial employer and managed to pull out some progress," GCIU Vice President Garry D. Foreman told the union's executive board recently. "I don't think I would have managed to do that if I hadn't attended the seminar."

GCIU and the unionized Graphic Arts Employers have jointly endorsed the mutual interest bargaining approach. GCIU President James Norton said the union is particularly interested in the program's focus on education and training, which GCIU has been pursuing for years in contract negotiations.

In comments to Labor Secretary Robert B. Reich during the AFL-CIO Executive Council meeting in February, Norton pointed out that the union has established through contract negotiations some 35 training schools, "which have been very good at upgrading our members' skills."

"But in recent years, we have been unable to negotiate additional contributions," he told Reich. "We would like to join with you to develop cooperative funding mechanisms for these training programs."

Employee training is boosted through mutual interest bargaining because it is clearly in the mutual interest of both parties to upgrade worker skills, Norton pointed out.

At the Rochester seminar, workshop leaders said the bargaining technique requires a free flow of information between labor and management; a focus on interests, rather than positions; developing options for mutual gain; and judging options objectively, rather than relying on power to influence outcomes.

GAE President William D. Solomon, praising the new strategy, predicted that "the old, traditional way of adversarial bargaining — two parties fighting, often placing blame — is ending."

Representatives from both management and labor at Case-Hoyt in Rochester came away from the seminar convinced that mutual interest bargaining would "help smooth things out," in the words of GCIU Local 503M Secretary-Treasurer Lynn R. Lanphear. "Each will know where the other is coming from."

David K. Catlin, a vice president for human resources at Case-Hoyt agreed.

"I am optimistic that, through the techniques learned at this seminar, union and management at Case-Hoyt can achieve a new level of trust and professionalism. We all know that such an environment will translate to a better bottom line."

IUE local saves jobs with teams concept

Louisville, Ky.

Electronic Workers overwhelmingly ratified an innovative job restructuring plan and team approach to work that will save some 7,000 jobs at General Electric's appliance park here.

"In today's changing world, people just want to work," said Norm Mitchell, president of IUE Local 761. "Unions must be sure people have a place to go to work."

The plan will save GE $60 million to $80 million over the next three years. In return, the company will invest $70 million to upgrade its washing machine manufacturing operation.

The plan does not call for any wage reductions or loss of seniority rights. The average hourly pay at the plant is $13.50 plus a benefits package worth another $9.50, Mitchell said.

The changes were prompted by GE's intention to outsource washing machine production. That would have cost 1,500 jobs. "We saved those jobs and a lot more," said IUE President William H. Bywater. "If we hadn't had that meeting with the company, other jobs would have subcontracted out. We'd already lost 1,000 jobs in another division."

Mitchell agreed. "It would have been suicide" to let the washing machine operation disappear. We had to get the investment," he said.

The company said it was losing money on the washing machine plant, Mitchell said, and it could not invest in an upgrade while it was still losing. Workers feared that if the operation disappeared, there could have been a domino effect in which other divisions would be dropped.

The union set out to prove it could make the washing machine operation more competitive, Mitchell said. Over a two-month period, he said, union representatives met with management on ways to save the $70 million the company said it needed to improve the operation.

The resulting 43-point program is designed to "get the park working smart," Mitchell said. "It's amazing what can happen when you uncap your best resource — the people. The old style management of telling people what to do just doesn't work anymore," he said.

Under the plan, the entire work force will be reorganized into teams by Oct. 1, 1994, saving some $29 million through reduced supervisory, scheduling and training costs. About 35 percent of the Local 761 members already work in teams.

The plan reduces the number of job classifications from seven to three, eliminating the present piecework system, Mitchell said. Work assignments will be more flexible. These two changes should save about $11 million, the union said.

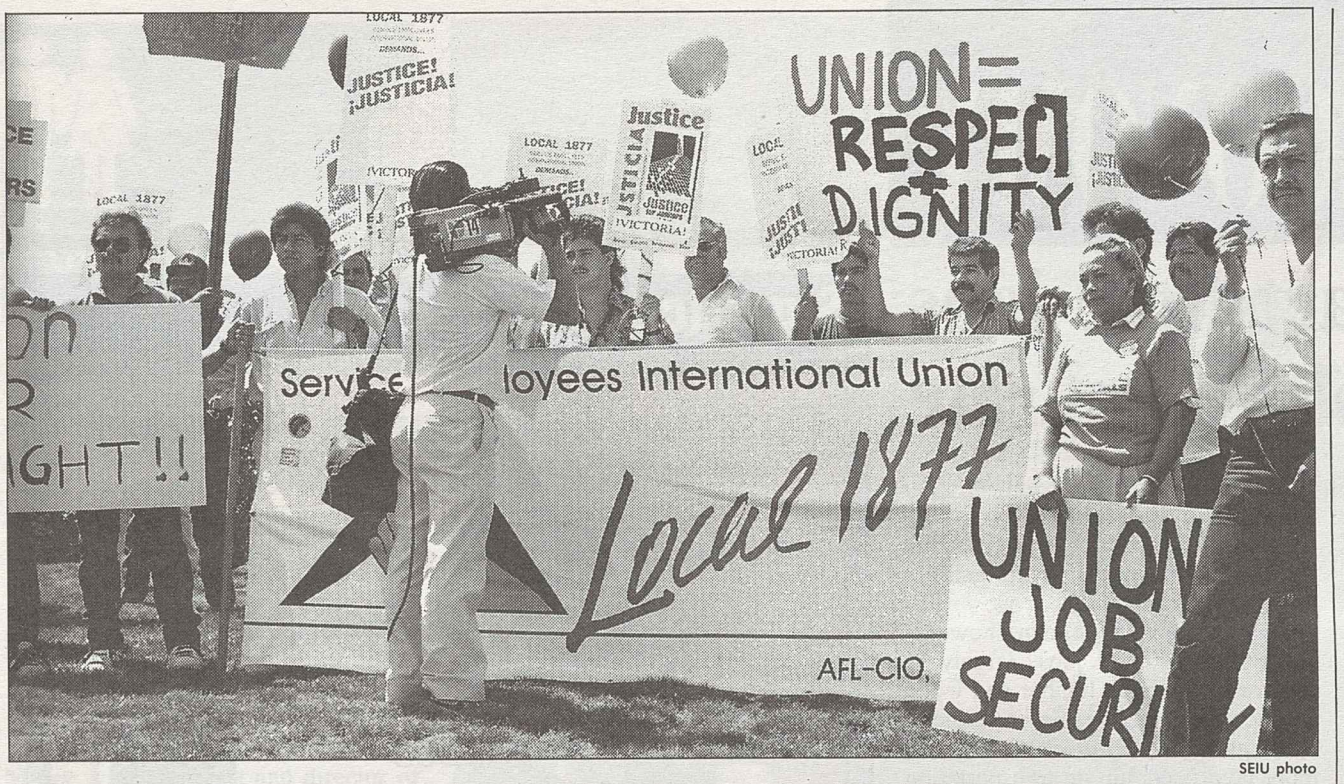
Another $11 million will be saved by modernizing the washing machine factory. Because the line will run more efficiently, some 400 jobs will be lost primarily through attrition and transfer, Mitchell said.

The plan also lifts certain restrictions on jobs performed by skilled trades workers, allowing them to do unskilled tasks such as changing light bulbs or painting guardrails, he said.

Additional savings are expected to come through reduced workers' compensation costs, improved productivity goals and less product damage.

"We're geared for the factory of the future," Mitchell said. "As companies change, unions have to change. It's difficult to work together, but it has to be done."

— James B. Parks



SEIU photo

SEIU Local 1877, picketing Hewlett-Packard, continues to make inroads with janitors in Silicon Valley.

SEIU janitors look for clean sweep

Continued from Page 1

region to more than 1,000. It came less than two months into the union's organizing drive.

"After seeing what happened at Shine Building Maintenance and Apple Computer, they didn't want to go through it," said Local 1877 Organizing Director Jon Barton. "We hoped our campaign has sent a message to other companies in Silicon Valley that janitors will no longer tolerate abuse and substandard conditions."

The union's Justice for Janitors campaign against Shine and Apple Computer lasted 18 months and included a sophisticated consumer information program, hunger strikes and demonstrations.

Shine, the building service contractor for Apple, finally agreed to recognize the union after Apple placed a full-page advertisement in the San Jose Mercury News calling for an election and a third-party mediator.

Within two weeks of the Sir Thomas organizing drive, 80 percent of the workers had signed union cards, "so this also made this a much mellower campaign," Barton explained.

Like other janitors organized in the Justice for Janitors campaign, workers will see their wages rise from $5.25 an hour to $6.40 an hour, the master contract wage.

Similarly, the workers received no health insurance prior to the contract but the agreement includes family health benefits that will be phased in over two years. Workers will receive coverage through an 80-20 indemnity plan or a health maintenance organization, said Barton.

"In the past, we haven't had job protection and now we have a medical plan and we can talk with supervisors about problems without being harassed," said Pedro Leanos, a Sir Thomas employee for almost two years. "Before the union, when a worker complained the supervisor might discharge the worker."

Workers also will receive vacation, nine paid holidays and sick leave, as well as seniority and severance rights.

The Sir Thomas contract will reopen in November, when the master contract with other janitorial service companies expires. But Barton said the wage and benefit increases will hold.

The union currently is seeking its first contract with the next largest non-union contractor, Loma Cleaning Services. In just three weeks, a majority of the workers have signed union cards, Barton said. Loma cleans buildings for William Wilson and Associates, the largest developer in San Mateo County.

"These workers have no health insurance, are forced to work through breaks and work around numerous safety and health violations," said Barton. "The Department of Labor is even investigating them for overtime work violations."

While the company has said publicly they will not allow any increases in wages and benefits, workers plan to begin striking Loma's buildings this week, Barton added. The union also informed the Occupational Safety and Health Administration of the company's safety and health violations.

Silicon Graphics, the union's next target, recently was toured by President Clinton, Barton said. "The company had the audacity to tout their employee relations when they use a non-union contractor who pays subsistence wages and offers no health insurance."

Firms find loopholes in plant closing law

The General Accounting Office reviewed 1,412 layoffs and 194 plant closings that occurred in 1990 to determine how the 1988 Worker Adjustment and Notification Act is working. The conclusion: it isn't.

Workers facing layoffs or a plant shutdown can't count on employers providing even the two months' advance notice required by the plant closing law, the GAO told Congress.

GAO Education and Employment Director Linda Morra outlined the findings to the Senate Labor and Human Resources labor subcommittee, chaired by Sen. Howard M. Metzenbaum (D-Ohio), and urged Congress to strengthen WARN coverage and enforcement.

WARN requires employers with 100 or more workers to give 60 days' advance notice to workers and communities for closings and shutdowns that will affect at least 50 workers, and for layoffs that either will affect one-third of the work force or involve 500 or more workers.

Exemptions are granted to employers seeking new customers or for those trying to raise capital, or when the layoffs result from a natural disaster or unforeseen business conditions, GAO noted.

These loopholes and exclusions from coverage, along with weak enforcement mechanisms, are serving to limit the effectiveness of the program, which was intended to help workers find new jobs as quickly as possible.

In its survey, GAO found that more than half the employers who laid off workers in 1990 were not required by the law to provide advance notice, in most cases because the furlough did not affect one-third of the work force, or more than 500 workers.

In cases in which employers were obliged to provide notice, half failed to notifiy employees of a pending shutdown and 29 percent gave less than the required two months, GAO found.

The GAO survey also noted that few workers and communities filed suit against employers for violating WARN, citing the law's limited penalties and initial costs of litigation. WARN provides for a maximum of 60 days' back pay and benefits for workers denied notice, with communities able to collect up to $500 per day for up to 60 days if proper notice is not given.

Noting "the use of the courts as an enforcement mechanism does not appear to be working," the GAO suggested that Congress consider shifting responsibility and authority for enforcement to the Labor Department.

Rudy Oswald, the AFL-CIO's chief economist, agreed with that recommendation, urging the subcommittee to consider giving the Labor Department a WARN enforcement role similar to its enforcement of wage, hour and other labor laws.

The Labor Department also should expand its public information efforts to give workers better information about the law, he added.

Other key reforms should expand coverage by reducing the number of workers required for WARN coverage to 50 and setting 10 percent of the work force as the level at which the notice would apply, Oswald stressed in a letter to Metzenbaum.

"Dislocated workers who get advance notice and early adjustment assistance get new jobs sooner and earn more than they would have without such early intervention," Oswald said. "It is vitally important that employers give their workers fair and adequate warning of layoffs so workers and their unions can plan for the transition and minimize hardship and adverse effects."

— Candice Johnson

L.A. teachers recoup some in 3-year pact

By Candice Johnson

Los Angeles teachers ratified by 2-1 a contract settlement that partly restores a pay cut imposed by the school board last year and broadens teachers' decision-making authority.

The teachers, members of the United Teachers-Los Angeles, a joint affiliate of the AFT and the National Education Association, agreed to a 10 percent pay cut — less than the 12 percent reduction put into effect last October and the 17 percent salary cut demanded earlier by the school district.

UTLA President Helen Bernstein took note of the one-third of members voting against the proposal, opting instead for a March 1 strike deadline.

"The margin of this vote should send the message to the board of education and the public that it's not okay to unilaterally impose a pay cut on teachers and support services personnel," she said.

The UTLA members have been hit with two consecutive years of salary cuts, in addition to program cuts and increases in classroom size and loads. Those actions hurt both students and quality education, forcing teachers to leave Los Angeles "in order to make a decent living for their own families," she added.

Bernstein said the union will first take up the "long-awaited" school district management audit, and also will look for the immediate implementation of other contract provisions.

The settlement, which covers 32,000 teachers, counselors and nurses at 650 schools, was reached with the mediation help of State Assembly Speaker Willie Brown (D).

Funds for the 2 percent salary restoration will come from restricted accounts controlled by local school campuses and the payment is retroactive to last October.

Under the new contract, annual base pay for newest teachers is about $27,000, down about $3,000. Experienced teachers will earn about $46,000, a drop of $5,000.

Contract improvements include union management of its health and benefit funds, beginning in 1994, which is expected to result in better health care coverage; a complete management audit of the school system, with the UTLA participating; and expanded decision-making authority for teachers.

Teachers will gain more authority at local schools, helping to determine the assignment of aides and teaching assistants, as well as selecting program coordinators. They also will have a voice in the use of facilities and in the scheduling of school-based events.

Meanwhile, negotiations are on hold for new contracts covering teachers and other school employees in the Washington, D.C., school system. The city council has refused to accept the results of arbitration panels.

The school unions are working together under an umbrella group, the council of board of education unions, and have been meeting regularly on bargaining issues. Those unions are the AFT, AFSCME, School Officers and two Teamsters locals. School employees have been working without contracts for three years.

The AFT local has rejected the results of a "memorandum of understanding" announced by the mayor and school superintendent, stressing that teachers were not included in that process.

ECONOMY

Pickup in part-time jobs trims unemployment rate

By John R. Oravec

Unemployment dropped a notch in February as payrolls expanded by 365,000 in the non-farm sector, but most of the pickup came in part-time and temporary jobs. Seasonally adjusted, the unemployment rate eased by just 0.1 of a point to 7 percent.

Even with the gains in low-paying service and retail jobs, data from the Bureau of Labor Statistics showed that the jobless rate before seasonal adjustment was still at 7.7 percent with 9.8 million Americans on the unemployment rolls.

"A drop in unemployment is always encouraging," chief AFL-CIO economist Rudy Oswald said. "But the jobs growth remains anemic, as Secretary of Labor Robert Reich has pointed out repeatedly."

The federation noted that since the official start of the "recovery" from the Bush recession 23 months ago, only 800,000 jobs have been added to the economy — well below "job gains of 4.5 million to 7 million in like periods during the previous two recoveries."

The BLS report underlines the need for a job stimulus program as proposed by President Clinton, Oswald said.

The White House reiterated its concerns that the spotty recovery has not generated a needed expansion in quality jobs.

"We certainly cannot declare a victory now," President Clinton said in a radio address. "While employment is edging up, unemployment is still higher than it was at the depths of this recession. And most of the new jobs created pay part-time wages and rarely provided workers with the health coverage families need."

In the non-farm sector, the February BLS data showed, the number of workers in part-time jobs increased by 355,000 while total job growth was 365,000. Overall, 6.5 million workers were stuck in part-time jobs for economic reasons, either because of slack work or because they could not find full-time employment.

The biggest gains came in low-paid services and retailing sectors, both up 131,000 jobs. And although 96,000 construction jobs were added last month, the industry's unemployment rate was still at 13.7 percent. In other key sectors, jobless rates were at 7.2 percent in manufacturing, 7.8 percent in wholesale and retail trade, and 7.1 percent in mining.

The manufacturing sector showed a net gain of 10,000 jobs, largely in construction-related lumber and wood products, furniture and fixtures, and in stone, glass and clay products. But with more layoffs coming in transportation equipment, employment in the auto industry dropped by 34,000 in February.

BLS noted that factory jobs have increased by 55,000 over the last four months after declining 1.5 million since early 1990. The average workweek was unchanged at 34.5 hours, while rising by six minutes in factories to 41.5 hours. Factory overtime rose by 12 minutes to 4.2 hours, the highest level in 36 years.

Unemployment rates in seven major states were at or above the national average: California, 9.8 percent; New York, 8 percent; Illinois, 7.9 percent; New Jersey, 7.8 percent; Massachusetts, 7.7 percent; Texas, 7.5 percent; and Pennsylvania, 7 percent.

Oswald also pointed out that 16.5 million American were unemployed or under-employed in February, including 1.1 million discouraged workers who have given up the futile search for jobs.

About 48 percent of the officially jobless in February were receiving unemployment benefits, including 1.4 million long-term unemployed who were drawing on the federal emergency unemployment insurance program which was due to expire March 6.

But Congress approved an extension of the emergency assistance and the president signed the legislation before the program expired.

The labor-backed UI measure cleared the Senate on a 66-33 vote and the House by 247-156, largely along party lines with most Democrats supporting the legislation and most Republicans in opposition. For example, of the 22 House Republicans from California — where unemployment has been stuck near 10 percent for more than a year — only one GOP member supported the UI extension.

Despite the plight of the long-term jobless, Senate Minority Leader Robert Dole (R-Kan.) branded the $5.8 billion UI package "a big mistake" that would add to the federal deficit. He insisted the extension unnecessary because of the "Bush recovery."

Labor Secretary Reich told Congress that the UI extension is a vital element in Clinton's economic stimulus package that "can hardly be disputed."

The emergency program would extend benefits for the long-term jobless who have exhausted their regular 26 weeks of state UI compensation. It also provides that workers who lost their jobs in factory shutdowns and permanent layoffs would get counseling from local agencies and be referred to job training programs. The new emergency program would expire next Oct. 1, but continuing claims would be honored through Jan. 15, 1994.

Reich said the Clinton team has no intention of retreating from its broad-based fiscal stimulus plan, which includes the creation of 700,000 summer jobs for young workers. The unemployment rate for teenagers in February was little changed at 19.6 percent.

The jobless rate rose 0.1 of a point to 6.5 percent for adult men, but declined 0.4 of a point to 6 percent for adult women. For blacks, the rate declined by 1.1 percent to 13.1 percent and eased for Hispanics to 11.4 percent.

In the last week of February, laid-off workers filing initial claims for state UI benefits jumped by 25,000 to 376,000 seasonally adjusted. That is the highest weekly level in four months.

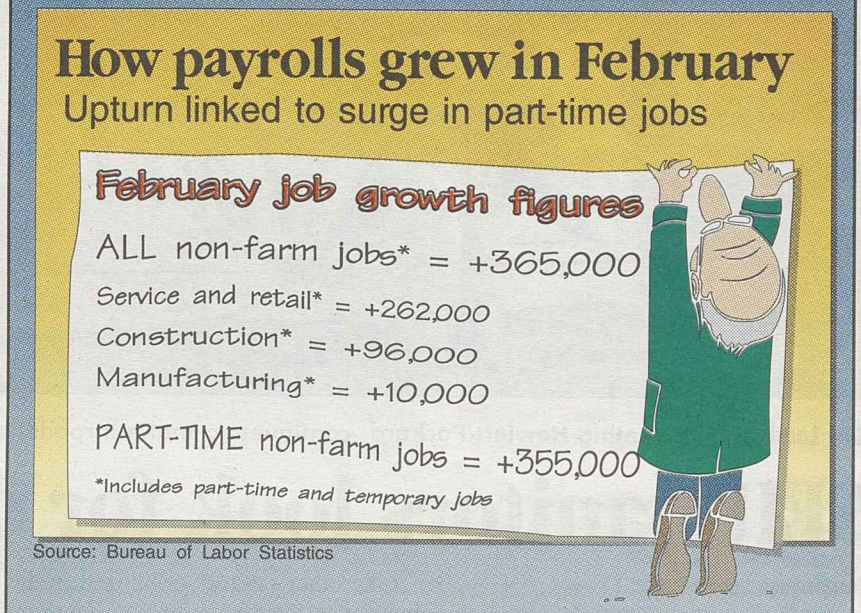
BLS reported that 33 states and U.S. territories reported increases in new claims, while 20 posted declines during the week ended Feb. 27. More than 1.4 million initial claims were filed during the month, BLS data showed.

The government also reported that 21,900 more jobless workers who had exhausted their regular 26 weeks state benefits applied for benefits under the federal emergency program during the last week of the month. BLS said 3.3 million workers were collecting regular UI benefits.

Significant statistics

How payrolls grew in February

Upturn linked to surge in part-time jobs



Source: Bureau of Labor Statistics

Most of February's 365,000 pickup in non-farm payrolls was attributed to an increase in part-time and temporary jobs. Overall, the number of workers employed part time for economic reasons has risen to 6.5 million, or about 1.5 million more than at the start of the Bush recession.

February unemployment	
Seasonally adjusted	7 percent
Actual rate	7.7 percent
Jobless workers	9.8 million

Productivity	
1992	+2.9 percent
Manufacturing	+3 percent
Leading indicators	
January	+0.1 percent
Factory orders	
January	-1.3 percent
Construction spending	
January	-1.3 percent
New home sales	
January	-13.6 percent

AFL-CIO NEWSGRAFIC

Workers shut out on benefits of 1992 productivity growth

The productivity of American workers rose 2.9 percent for all of 1992, the best performance in 20 years, although those gains were not reflected in their paychecks. Productivity was up 2.7 percent in 1991.

The Labor Department reported that last year's improvement was spurred by a 4.8 percent fourth-quarter surge in the non-farm sector while unit labor costs declined 0.4 percent.

Productivity is worker output per hour and labor accounts for about two-thirds of the cost of a product.

In the manufacturing sector, productivity rose 3 percent for all of 1992 while workers put in fewer hours and their real hourly pay dropped 0.5 percent. Unit labor costs also declined 0.5 percent, according to data from the Bureau of Labor Statistics.

Despite the best showing in two decades, AFL-CIO chief economist Rudy Oswald noted that workers did not share in the benefits of the productivity rise. Their purchasing power actually dropped.

Citing an earlier BLS report on the 1992 consumer price index, Oswald pointed out that real average weekly wages of U.S. production workers declined 1.3 percent as their purchasing power slipped for the sixth year in succession.

Workers have seen their real income decline in every year since 1986, anywhere from 0.9 percent to 1.8 percent. After adjustment for inflation, purchasing power of the average worker has risen in only three of the last 11 years. Since 1979, real earnings have declined 10.8 percent.

BLS studies on international comparisons showed that U.S. factory workers in 1990 were the most productive in the world, but they ranked far from the top in hourly compensation.

Labor costs in U.S. factories actually declined between 1985 and 1990, while rising in all other major trading nations, including Germany, Sweden, Korea, Taiwan, Britain and Japan.

During that period, real wages and benefits for U.S. manufacturing workers slipped by 0.4 percent. Meanwhile, total hourly compensation rose 19 percent in Germany, 14 percent in Japan, 12 percent in Britain and Italy, 8 percent in Sweden, 3 percent in France and 2 percent in Canada.

Labor Secretary Robert Reich welcomed the 1992 productivity pickup, but pointed out that "only when productivity growth translates into sustained job growth can we be assured that the economy is fully back on track.

"Long-run prosperity and long-term productivity growth depend upon investment, not only in machines and equipment, but also in our work force," he said.

— John R. Oravec

Newsmakers

New York City AFL-CIO President **Thomas Van Arsdale** is getting out the word to local union members temporarily unemployed in the wake of the World Trade Center explosion that they are eligible for unemployment insurance under Section 407(a) of the 1974 Disaster Relief Act. The normal 20-week-unemployment requirement and the able-bodied requirement will be waived for affected members.

AWARDS

AFL-CIO Vice President **Joyce D. Miller,** vice president and director of social services for the Clothing and Textile Workers, received the John Commerford Labor Education Award. The award is presented annually by the New York Labor History Association to persons who have made outstanding contributions to educating the public on the history of working people.

DEATHS

Arthur E. Coia, general secretary-treasurer emeritus of the Laborers, died March 4 in Providence, R.I., after a long illness. He was 79.

''The fair wages, good benefits and safe job sites that so many workers take for granted came about through the heroic efforts of leaders like Arthur E. Coia,'' said his son, Arthur A. Coia, who was elected general president of LIUNA Feb. 12.

Arthur E. Coia joined Laborers' Local 271 in Providence at age 20, and was first elected to union office in 1936. He served as president and business manager of Local 271 until 1954, when he was appointed as an international representative. He became manager of the New England and Eastern Canada region in 1969 and 10 years later was elected LIUNA general secretary-treasurer. He was re-elected twice.

In his role as secretary-treasurer, he fostered the union's occupational safety and health efforts, as well as its training initiatives. His commitment to education is reflected in the Arthur E. Coia Scholarship Fund, established in 1989.

''Arthur Coia was a visionary whose efforts helped bring a better life to the members of his union and to all working people,'' AFL-CIO President Lane Kirkland said in a letter to his son. ''We join the rest of the labor movement in mourning his death.''

In addition to his son, Coia is survived by his wife, Marie; one granddaughter, Christen Corrente; and one grandson, Arthur E. Coia II, all of Providence.

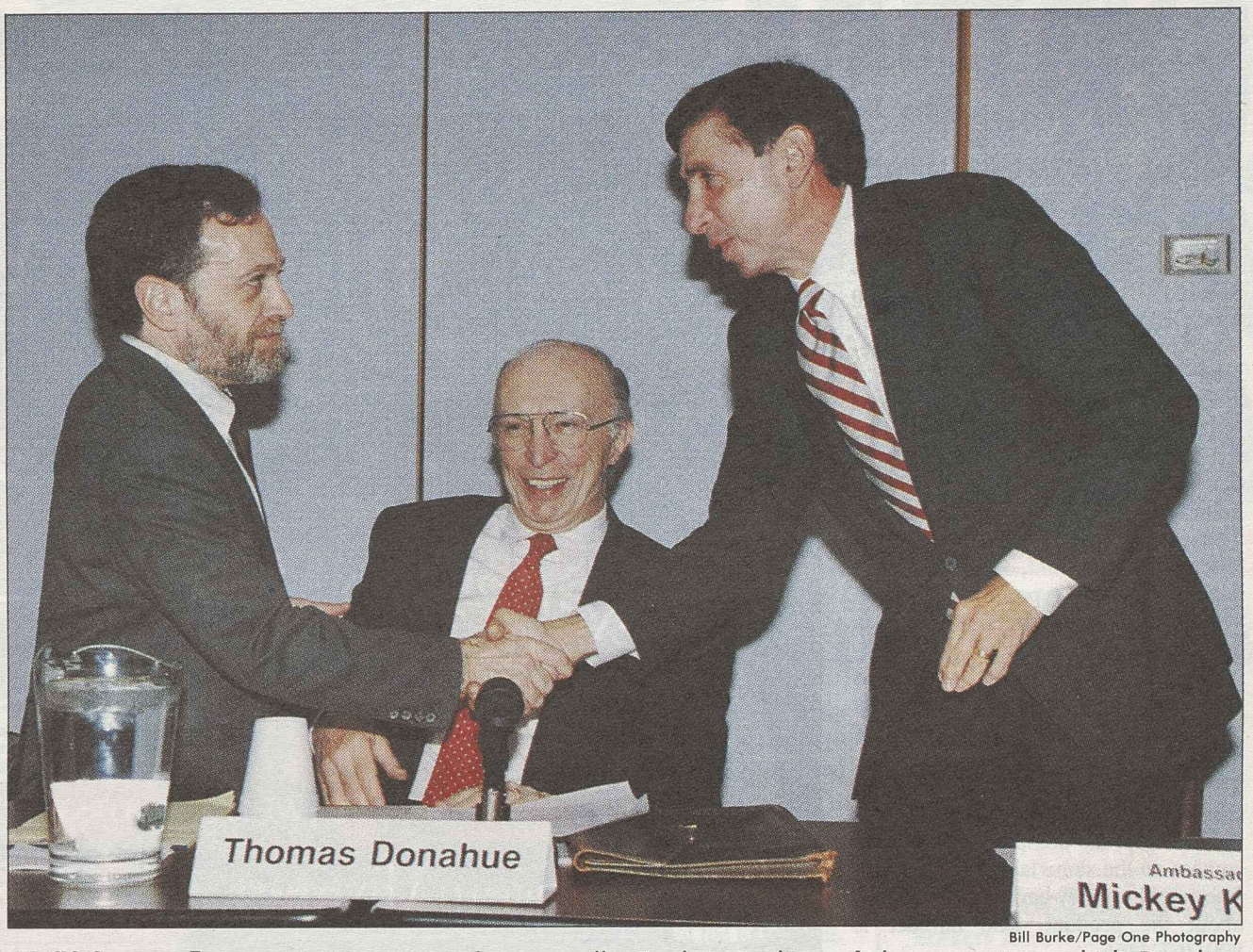
Donations may be made to the Arthur E. Coia Scholarship Fund, 226 South Main St., Providence, R.I. 02903.

Retired broadcast news commentator and writer **Edward P. Morgan,** whose columns ran weekly in the AFL-CIO News, died of cancer Jan. 27 at his home in McLean, Va. He was 82.

His evening news and commentary program, Edward P. Morgan and the News, which aired on the ABC radio network during the 1950s and '60s, had been sponsored by the AFL-CIO. He also worked for CBS radio and television news and served as the network's news director. Earlier, he worked for United Press and the Chicago Daily News.

Morgan, whose numerous awards during his five-decade career in journalism included the Sidney Hillman prize, had been a member of the Television and Radio Artists.

Morgan delivered the International Labor Communications Association's A.J. Liebling Memorial Lecture in 1967.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue was all smiles as U.S. Trade Representative Mickey Kantor, right, greets Labor Secretary Robert B. Reich, who hosted a meeting of the Labor Advisory Committee on Trade. Members of the committee, which Donahue chairs, expressed their concerns to Kantor about the proposed North American Free Trade Agreement and other trade matters during the March 10 meeting.

Resources

PUBLICATIONS

The Steelworkers and the 1892 Centennial Labor Committee will make available papers of the **1892 Homestead Strike Symposium.** The five-volume set includes maps and programs of the conference held July 5-7. Call CCAC Labor Studies at 412/237-4554 or write them at Ridge Ave., Pittsburgh, Pa. 15212.

Auditing Local Union Financial Records: A guide for Local Union Trustees provides a clear basic outline of general procedures and skills for local union trustees and auditors. The guide, written by John Lund, is useful to private and public sectors. For a copy call ILR Press at 607/255-3061.

1993 AFL-CIO Guide to Union-sponsored Scholarships, Awards and Student Financial Aid, published by the AFL-CIO Department of Education, lists approximately 3,000 scholarships worth more than $3 million offered by individual unions and the AFL-CIO. The guide is free for union members and $3 each to all others. Requests and checks should be sent to the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Room 209, Washington D.C. 20006.

Dispute Resolution: Arbitration and its Alternatives (Workplace Trends, Vol. 2 No. 3) explores the background of arbitration as a method of resolving grievances. Co-edited by AFL-CIO economist John L. Zalusky and Michael Gordon of Rutgers University. Contact the AFL-CIO Publications and Materials Office.

The United States — the Sweatshop Economy: The Case for Fewer Hours of Work and More Leisure Time by John Zalusky, AFL-CIO, presented at the annual meeting of the Industrial Relations Research Association, January 1993, is available from the Department of Economic Research, 815 16th St. N.W., Room 504, Washington, D.C. 20006.

Achieving Fiscal Integrity for JTPA Subrecipients, a manual published by the AFL-CIO Human Resources Development Institute, includes all applicable requirements for the Job Training Partnership Act. Call HRDI at 202/638-3912.

Thinking for a Living — Education and the Wealth of Nations, by Ray Marshall and Marc Tucker, addresses the mismatch between our economic needs and educational institutions. Contact the National Center on Education and the Economy. For more information, write 39 State Street, Suite 500, Rochester, N.Y. 14614, or call 716/546-7620.

Teamsters in pictures with pact

Pittsburgh

The cameras were ready to roll on filming of the $11 million movie production ''Joey Coyle'' after Teamsters Local 273 won a new contract with Set for Life Productions.

The union beat back attempts by the producers to pay 33 percent to 40 percent below the going rate for professional drivers.

''It's ridiculous to think that an industry with multimillion dollar budgets can't afford to pay a decent wage,'' said IBT President Ron Carey. ''Teamsters don't have agents to negotiate for them like the stars do — that's why they have a union.''

The company was paying its non-union drivers $900 for an 84-hour, six-day week. The new agreement raises the pay rate to $18 per hour for heavy equipment drivers and $16.50 for other drivers involved in the production.

''This agreement is a victory for everyone who wants to see more good jobs in Pittsburgh,'' Carey said. ''Good union jobs mean a healthy local economy. If a wealthy movie production pays workers less than it can afford, the whole community loses.''

Council dismisses referred resolutions

Bal Harbour, Fla.

The Executive Council wrapped up business from the 1991 AFL-CIO Convention by rejecting two referred resolutions and judging that two others had been rendered moot.

In approving the report by the Referred Resolutions Committee, the council rejected Resolution No. 40, submitted by the Distillery Workers, to publicize the results of studies about the positive effects of alcoholic consumption.

''The problems of alcohol and health are difficult and very complicated,'' the committee reported. ''It is an area in which the federation is not in a position to publicize selective studies.''

The council also rejected Resolution No. 65, by the California AFL-CIO, which called for the AFL-CIO to extend the status of fraternal delegate to all representatives of democratic trade unions.

The committee had pointed out that fraternal delegates, now extended only to the British Trades Union Congress and Canadian Labour Congress, are given the right to speak and participate directly in the convention. ''To extend this status to all foreign delegates would be too cumbersome,'' the committee concluded.

Rendered moot were Resolutions 60 and 61, calling for an election of an Hispanic trade unionist to the Executive Council, which occurred later in the convention, and Resolution 84, calling for a Solidarity Day III to be held before Election Day 1992.

Green Giant deceives on location of its 'Valley'

IBT petition yields label change order

By Colleen M. O'Neill

The U.S. Customs Service, in response to a Teamsters petition, has ordered Green Giant to change frozen food packaging that deceives customers into thinking the Mexican-grown vegetables come from the United States.

IBT President Ron Carey had asked for the change on bags containing the ''American Mixtures'' vegetables that come in ''San Francisco Style,'' ''Manhattan Style'' and ''Heartland Style.'' The wrappers tout those names in bold lettering on the front, while acknowledging in 6-point type in black ink on a dark green background that the goods are produced in Mexico.

The Customs Service ruled that Green Giant must print the words ''Product of Mexico'' on the front of the package in 27-point type, IBT said. The company was given 60 days to comply.

Ironically, the company invites consumers on the same label to call a toll-free number if they have any complaints about the product. The number is 800/767-4466.

Customs regulations require that in any case where the words ''United States'' or ''American'' or the name of any city or locality appears on an imported item, the words ''made in,'' ''product of'' or other similar words should appear in close proximity and comparable size along with the country of origin.

''The message to Green Giant and other food companies is this: you can run, but you cannot hide,'' Carey said. ''Consumers have a right to know whether the food they eat is produced under American conditions.''



Green Giant's "American Mixtures" vegetables are all grown in Mexico, according to a tiny notice on the back label.

In 1990, Green Giant announced that 382 workers, members of IBT Local 912, would lose their jobs after the company shifted production from its Watsonville, Calif., plant to Irapuato, Mexico, where workers make as little as $4 per day and there is little water quality enforcement.

The company's ''American Mixtures'' marketing campaign began after the union protested the job losses and called attention to the working and sanitary conditions in the Mexican maquiladoras.

''The Customs Service decision on Green Giant's 'American Mixtures' is a good first step,'' said Local 912's Secretary-Treasurer Sergio Lopez. ''I'm hopeful that the Customs Service will finally enforce the conspicuous labeling regulation as well for all companies. When consumers are given a clear choice, they will prefer vegetables grown and processed under American conditions.''

Many major supermarket chains sell imported frozen vegetables with a hidden country of origin, IBT said.

INSIDE

VOLUME 38, NUMBER 6
MARCH 15, 1993

AFL-CIO NEWS

1 ***First lady talks health with unions***
Hillary Rodham Clinton, presidential task force leader, met with the AFL-CIO Health Care Committee at the federation's headquarters to exchange ideas and plan health care reform.

2 ***Mine Workers face tough bargaining***
After the Mine Workers interrupted a month-old strike by extending their existing contract with coal mine owners, the union still faces a life-and-death struggle for job security.

5 ***High court affirms project agreements***
The U.S. Supreme Court handed labor a major victory in the Boston Harbor case, unanimously upholding the right of a state government to sign project agreements with building trades unions.

1 ***Border tour fuels NAFTA opposition***
After touring Tijuana's maquiladora complex, six U.S. House members said Congress could not approve the Bush version of the North American Free Trade Agreement.

3 ***Workers Memorial Day targets OSHA reform***
Trade unionists are gearing up for the fifth annual Workers Memorial Day April 28 as Occupational Safety and Health Act reform legislation is prepared for introduction on Capitol Hill.

11 ***Workers seek justice at Hood Furniture***
A human and workers' rights battle at Hood Furniture Manufacturing Co. pits underpaid African-American Electronic Workers against one of the wealthiest families in Mississippi.

UNION YES

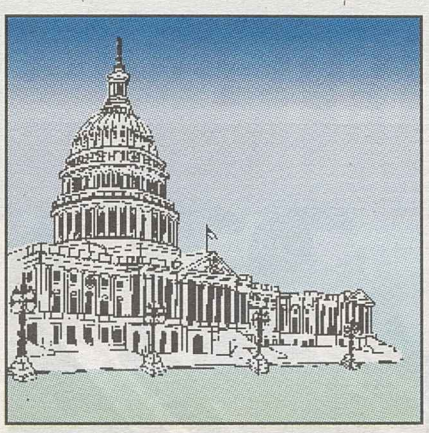
The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

3/15/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 7 — MARCH 29, 1993



Labor's legislative priorities discussed in IUD, AFSCME and UAW conferences. **See stories, Page 5.**

Unions to show joint safety committees work

By Sharolyn A. Rosier

Workers and their unions this Workers Memorial Day, April 28, will demonstrate in their workplaces how joint labor-management safety committees can improve worker safety and health.

Joint safety committees are required for workplaces with more than 10 employees by the Occupational Safety and Health Act reform legislation now before Congress. The fifth annual Workers Memorial Day will spotlight the need for that reform.

"We are urging unions to invite members of Congress to visit these worksites so they can witness how cooperation leads to productivity and improvements in work conditions," said Peg Seminario, director of the AFL-CIO Department of Safety and Health.

"Several unions across the country have negotiated joint safety and health committees into their collective bargaining agreements, but we need legislation for employers who are not enlightened on safety and health."

The Communications Workers and the Ladies' Garment Workers are among the unions that have negotiated these agreements.

CWA members at US West have had joint safety and health committees since 1974 at both the corporate level, which includes district and local union staff and management, and at the local level. CWA represents some 56,000 workers at US West.

"The local union committee can be the energizing and democratizing force

Continued on Page 4

FIGHT For The Living
Workers Memorial Day, April 28

OSHA reform gets new impetus . . . . . **See story, Page 4**

Workers Memorial Day Poster . . . . . **Pages 6-7**

Reich refutes 'Big Lie' on striker bill

By Michael Byrne

Labor Secretary Robert Reich got a taste of the Big Lie tactics that employers are using in their campaign against the Workplace Fairness bill.

Reich, in an appearance March 19 before the National Association of Manufacturers, was confronted with the claim by John Irving, a former National Labor Relations Board official, that only 20 NLRB cases since 1981 involved the hiring of "permanent replacements" for striking workers, compared with 230 such cases before 1981.

Reich said the results did not gibe with the information he had received. He promised to get back to Irving.

Hours later, in a letter to Irving, Reich replied, "I have checked the facts as I understood them and am convinced that you are mistaken. Several studies show convincingly that the use of permanent replacements did increase in the 1980s and that, perhaps more importantly, the threatened use of permanent replacements increased dramatically."

"It seems to me to be beyond dispute that the climate of labor relations changed in a fundamental way in the 1980s, that management is far likelier to use extreme weapons such as the permanent replacement of strikers than at any time in the past," Reich wrote to Irving.

Reich cited a 1990 report of the General Accounting Office that "seven out of eight union representatives and, more importantly, two out of every three employer representatives believe that permanent replacements were used more often or 'far more often' in the late 1980s than in the late 1970s."

Furthermore, Reich noted, the GAO found that one-quarter of surveyed employers said they would use permanent replacements and 15 percent ac-

Continued on Page 2



John R. Oravec/AFL-CIO News

Ira Magaziner, White House senior domestic policy adviser, discusses health care options with the AFL-CIO health care staff committee, including Employee Benefits Director Karen Ignagni (left). The meeting was one in a series of contacts with the Clinton administration in which labor made its case as the White House prepares to present a national health care reform plan to Congress. **See story, Page 3.**

Evidence of NAFTA peril continues to mount

Labor heightens campaign as fixes sought for flawed pact

By John R. Oravec

The absence of effective worker rights and labor standards guarantees in the North American Free Trade Agreement would lead to economic and social chaos, the AFL-CIO Task Force on Trade warned.

Major changes are needed if a new agreement is to benefit U.S., Canadian and Mexican workers, said AFL-CIO Secretary-Treasurer Thomas R. Donahue, who heads the task force. The Clinton administration has begun negotiating side agreements on labor standards, environmental protections and import surges.

As negotiated during the twilight of the Bush administration, NAFTA is an inequitable and non-reciprocal arrangement that "encourages U.S. investment in Mexico to the detriment of domestic needs, fails to address the serious problems of environmental pollution and limits the ability of government to adopt measures to promote employment or protect public safety and health," Donahue said.

Noting that Mexico's real wages have been slashed in half since 1981, the task force tagged the agreement "an unprecedented exercise" in attempting to unite commercially countries of vastly diverse levels of development. Economic studies have shown that wages in Mexico are as low as one-tenth those of the United States.

As the Clinton administration entered into the new negotiations, trade unionists and their allies stepped up their campaign against the Bush treaty. At the Industrial Union Department legislative conference, Clothing and Textile Workers President Jack Sheinkman and Electronic Workers President William H. Bywater enumerated labor's concerns during a panel discussion with U.S. Trade Representative Mickey Kantor. **(See story, Page 5.)**

While California unionists geared up for a chance to confront legislators in their home districts during the Easter recess April 5-16, a coalition of labor, environmental, consumer, farm and religious organizations traveled to Washington for a three-day conference including congressional briefings, lobbying and workshops.

The Citizens Trade Campaign conference included a tri-national meeting with anti-NAFTA activists from Mexico and Canada at the Hall of States. Meanwhile, four members of the Cana-

Continued on Page 10

Labor hails new worker-management panel

By Rex Hardesty

Former Secretary of Labor John Dunlop will chair the 10-member commission named by the Clinton administration to study employee representation.

The Commission on the Future of Worker-Management Relations will include four labor law scholars, four former cabinet members — including secretaries of labor named by Republican President Ford and Democratic President Carter — and one representative each of management and labor.

The commission was announced March 24 by Secretary of Labor Robert Reich and Secretary of Commerce Ron Brown. The commission, given one year to make recommendations, will have both the National Labor Relations Act and the Railway Labor Act in its purview, but will not study public employment, they said.



John R. Oravec/AFL-CIO News

Barry Bluestone, author and advocate of labor-management cooperation, addresses AFL-CIO Evolution of Work Committee.

AFL-CIO President Lane Kirkland welcomed the formation of the committee, extolled the high quality of the 10 members and said "we look forward to working with the commission as it sets about its vital task." He said the labor movement would work with the commission through the federation's Committee on the Evolution of Work.

"Despite the promises of the law, workers do not in fact enjoy freedom of association today," Kirkland said. "Every day brings new evidence of employers acting to deprive workers of their basic rights, demonstrating the continued failures of the current system and the urgency of the work of the commission."

In addition to Dunlop, the other two secretaries of labor are F. Ray Marshall, secretary under President Carter from 1977-1981, and W.J. Usery, a Machinist who was appointed by President Ford to replace Dunlop in 1976. Marshall now teaches at the University of Texas and Usery is a noted private mediator and arbitrator.

The fourth former cabinet member is Juanita Kreps, secretary of commerce from 1977-79. The union representative is Douglas Fraser, UAW president from 1977-1983, and the management representative is Paul Allaire, Xerox chief executive officer.

At the news conference announcing the commission, Allaire stood in for commission chairman Dunlop, who was unable to reach Washington because of a snow storm. Allaire expressed his pride in a commission that is a "diverse, well-balanced, non-partisan and extremely knowledgeable group determined to represent all parties."

In addition to Kreps, now vice president of Duke University, the academic members are:

- Paula Voos of the University of Wisconsin, a professor of economics and industrial relations. An instructor in the General Motors/UAW Paid Employee Leave Program, she has written extensively on labor relations, union-management cooperation and the impact of unions on company profits.
- Thomas B. Kochan of the Massachusetts Institute of Technology, a professor in the Sloan School of Management and an expert on employee representation who has been a frequent adviser to the AFL-CIO Committee on the Evolution of Work.
- William Gould, a professor of law at Stanford since 1972 and one of the nation's foremost authorities on labor law, who has written more than 50 law journal articles and books.
- Richard Freeman of Harvard, an economics professor who has taught at at California Technical Institute and Yale. He also serves as director of labor studies at the National Bureau of Economic Research.

Allaire is a member of the Business Roundtable and the Council on Competitiveness, and on the board of directors of Sara Lee Corp., the New York City Ballet and Catalyst.

In greeting the commission, Kirkland emphasized that worker relations with their employers "is critical to the national well-being. The best hope of the average American for a strong economy is a labor relations system that enables labor and management to contribute to and share in the success of the businesses for which they work."

And that in turn requires "that workers enjoy the full freedom to choose their own workplace representatives," Kirkland said. "Indeed, experience teaches that it is union representation and collective bargaining that give workers a genuine voice and a means of control over their workplace and their working lives."

The commission will not cover public employees, Reich said, "because it was felt that that more properly fell within the ambit of the vice president's mission (of) re-inventing government and revising and revitalizing the public sector." Vice President Al Gore will be consulting public employees, Reich said.

Reich referred several reporters' questions to the commission's mission, defined as answering:

- What (if any) new methods or institutions should be encouraged or required to enhance workplace productivity through labor-management cooperation and employee participation?
- What (if any) changes should be made in the current legal framework and practices of collective bargaining to enhance cooperative behavior, impose productivity and reduce conflict and delay?
- What (if anything) should be done to increase the extent to which workplace problems are directly resolved by the parties themselves, rather than through recourse to state and federal courts and government regulatory bodies?

Reich takes issue with NAM on striker replacement

Continued from Page 1

tually did in strikes that occurred in 1985 and 1989.

"In contrast to the approximately six cases per year of permanent replacement cited by (a management study by Daniel) Yager as the average since 1938, GAO found that in 1985, 174 strikes involved permanent replacements and in 1989, 112. To cite Mr. Yager's finding of 20 NLRB cases involving permanent replacements since 1981 is irrelevant at best and seriously misleading at worst."

Reich also pointed to a 1989 study by Cynthia Gramm of the University of Alabama-Huntsville, who found permanent replacements used in 16 percent of strikes among companies she surveyed. She asked managers who had experienced earlier strikes whether they had used permanent replacements before.

"Every single manager said that this particular strike was the first attempt to hire replacement workers," Reich quoted her as saying. Comparing her findings with an earlier study by the Wharton School about the reluctance of employers to use permanent replacements, she concluded that employers were more willing in the 1980s to hire permanent replacements.

Gramm's study, Reich pointed out, also found that strikes lasted a mean duration of 363 days when employers hired permanent replacements, compared with 72 days when the employer used temporary replacements and only 64 days without replacements.

Irving disputed those studies in a written response to Reich, but allowed that "even if permanent striker replacements were hired more frequently by employers in the 1980s, that alone would not argue for the legislative ban you support."

In his remarks to the NAM, Reich reiterated President Clinton's support for the Workplace Fairness legislation (H.R. 5 in the House and S.55 in the Senate) and urged employers to move beyond hostility and distrust of labor, and to turn their attention to ways to foster labor-management cooperation.

Reich will join AFL-CIO Secretary-Treasurer Thomas R. Donahue March 30 in testifying for Workplace Fairness in both House and Senate committee hearings.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 7 — MONDAY, MARCH 29, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

LEGISLATION

Labor presses health care fairness

By Colleen M. O'Neill

Organized labor has stepped up the pace of its health care activities as all signs point to comprehensive reform this year.

The AFL-CIO staff committee on health care met March 16 with White House senior policy adviser Ira Magaziner, with another meeting being planned at Magaziner's request. The committee has continued working on issues raised regarding the structure of a reformed system and the financing options for that system.

The 16 federation vice presidents on the AFL-CIO Committee on Health Care Reform discussed those issues March 25, with future meetings likely. The committee chairman, President John Sweeney of the Service Employees, testified before the White House task force March 26 at a public hearing in Washington.

The White House task force scheduled a public meeting March 29 and invited several labor officials, including Sweeney, Building and Construction Trades Department President Robert A. Georgine, AFSCME President Gerald W. McEntee, UAW President Owen Bieber, Teamsters President Ron Carey and AFL-CIO Employee Benefits Director Karen Ignagni.

At all those gatherings, taxes on employer-based benefits continue to be a major concern of the AFL-CIO.

Labor has insisted that taxing benefits is unfair to those who gave up wage increases to maintain those benefits, and points out that employer-provided benefits are not part of income and thus should not be taxed like income.

The federation has argued that any managed competition model must be married to a global budget.

The AFL-CIO concern stems from the fact the White House now says that Hillary Rodham Clinton, who heads the administration's health care task force, was misquoted in articles saying the group had ruled out taxes on employer-based benefits.

Alternate means of financing currently being discussed are a surtax on income, a provider tax, a value-added tax or the transfer of a portion of the Social Security payroll tax into a health fund.

The AFL-CIO has called for comprehensive reform that guarantees universal access, includes real cost containment via a global budget and is financed fairly and progressively.

The Clinton administration's task force is focusing on managed competition and its components, Magaziner has said. That style of health care delivery system requires providers to offer standard benefit packages with which they compete regionally for consumers who presumably would join the plan that offered the highest quality at the lowest price.

The federation has argued that this managed competition model must be married to a global budget, which would help contain the overall growth of health care costs through negotiations to establish annual spending targets.

There are precedents and examples for mixing the two, the federation has pointed out. Health maintenance organizations, which are the source of health care for 33 million Americans, operate within global budgets determined by their enrollment size.

The balancing act between cost control and quality care is managed better by some HMOs than others; under a nationwide managed health care purchasing system supported by the AFL-CIO, the best HMOs should thrive under global budgeting.

Likewise, Medicare has been able to use global budgeting and managed competition. However, because Medicare covers only part of the nation's population, providers frequently claim to be under-reimbursed by the program and shift costs to other patients and insurers.

Curbing the duplication of expensive technology is more difficult without a global budget, since providers have no incentive to cooperate.

There also is no true way to curb spending in medically underserved areas without a global budget; providers with a monopoly have no reason to hold down costs.

Magaziner has pledged the administration's health plan will impose limits on health care costs. He has said that price controls may be implemented on an interim basis while the country was completing the transition to a new delivery system.

Senate mulls House-passed stimulus plan

By Mike Hall

President Clinton called on the Senate to approve a $16.3 billion economic stimulus package that would "put some of the American people back to work and create millions of jobs."

The House passed the measure March 19 in a 235-183 vote after also passing the 1994 budget resolution. The Senate passed its version of the non-binding budget resolution March 25 and began debating the stimulus package, part of the emergency supplemental appropriations, with a vote expected this week.

"The AFL-CIO is strongly in support of President Clinton's efforts to redirect the American economy and give American workers new hope for a better future," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to Congress.

"In so complex and comprehensive a plan, there are certainly aspects that cause us pain, in particular the unfair burden placed on federal workers," he said. McGlotten added that the AFL-CIO would work to ease that burden during the rest of the budget process, which could go into the fall.

The budget resolution is a $1.5 trillion spending plan for fiscal 1994 that serves only as a blueprint for spending and taxes. The budget reconciliation bill and the 13 various appropriations bills enacted later this year will turn those changes into law.

The resolution also outlines the president's $510 billion deficit reduction plan, which couples $264 billion in spending cuts with $246 billion in tax increases over the next five years.

Before the Senate approved the resolution, it defeated several GOP-sponsored amendments aimed at scuttling the president's budget plan. It also turned back, by a 57-42 margin, the GOP's alternative budget resolution.

The stimulus package, including public investments and tax incentives for job creation, is designed to have an immediate impact by creating more than 200,000 new jobs in various infrastructure, environmental, energy, technology and social programs. It also will create summer jobs program for young Americans.

"The stimulus bill is urgently needed, as President Clinton has stated, to ensure that the country continues to come out of the recession that we have so long endured," McGlotten said.

Senate Republicans have sent mixed signals about their intentions to engage in a filibuster against the stimulus package. It takes a vote by three-fifths of the Senate to end a filibuster.

Republicans and some Democratic deficit hawks in both chambers tried to either defeat or delay the stimulus proposals or reduce the spending levels.

"We tried trickle-down economics for 12 years and it failed. If the government can help move us forward and get people off the unemployment rolls, it's good for America," said Rep. Richard Durbin (D-Ill.).

The Republican "approach reflects a very, very restrictive view of government, and they want to make sure the wealthy don't pay more in taxes. In the process that leaves us with a larger deficit," said House Budget Committee chairman Rep. Martin Sabo (D-Minn.).

Clinton also rejected a proposal to phase in the stimulus spending over a longer period of time. "The problem with phasing it in is that if you delay the investment, you also delay the impact of the investment which means putting off the effective date of the jobs being created," the White House said.

Meanwhile, Government Employees President John Sturdivant told a House subcommittee that federal employees are being asked to shoulder a disproportionate share of the burden in reducing the deficit. Besides having to pay tax increases, their wages would be frozen and the amount reduced they are supposed to receive each year to achieve comparability with similar jobs in private industry.

"The average federal worker is being asked to contribute $2,500 next year in the name of deficit reduction... while only those non-federal employees with taxable incomes of at least $200,000 will be asked to pay that much," Sturdivant said.

He told the Treasury, Postal Service and General Government subcommittee there were several ways to offset the bite on federal workers. He called for a reduction in current contracting out levels by the government and also suggested stricter controls on the contractors.

Capitol Digest

The Senate passed a weakened version of "motor voter" legislation after it failed by one vote March 16 to shut off a GOP filibuster against a broader version of the bill. The legislation is designed to make it easier for eligible voters to register.

The 59-41 cloture vote was the first time this session a united GOP was able to use the filibuster and hold the majority of Senate hostage to its stalling tactics. A three-fifths majority is needed to end a filibuster.

After the vote, Senate leaders agreed to a compromise package that is not as broad as the AFL-CIO-backed House-passed version. The Senate passed the compromise by 63-37 vote. A conference committee will reconcile the differences between the two bills.

The legislation, S. 460, would allow citizens to register to vote when applying for drivers' licenses, as well as to register by mail. The filibuster forced the sponsors to delete provisions to allow registration at unemployment offices and welfare agencies. Privately, Republican senators admitted they feared those voters would overwhelmingly register as Democrats.

Elsewhere on Capitol Hill:

DAVIS-BACON — Republicans failed again to eliminate prevailing wage protections of the Davis-Bacon Act. An amendment offered during Senate floor debate of the budget resolution to repeal the act was defeated.

The 69-29 vote to fill the amendment was the largest number of votes for Davis-Bacon ever recorded in the Senate. Earlier, the Senate Budget Committee also turned back another Republican attempt to repeal the act during its consideration of the budget resolution.

PERFORMERS' RIGHTS — Officials from the Musicians and Television and Radio Artists urged a House subcommittee to consider legislation on broadcast royalties for performers on sound recordings.

The oversight hearing was the first of a series by the Judiciary intellectual property subcommittee, which also will explore the broader topic of performers' rights in general.

WARDS COVE — A House subcommittee has approved an AFL-CIO-supported bill to extend the protections of the 1991 Civil Rights Act to some 2,000 workers at Wards Cove Packing Co. plants in Alaska. The 1993 bill was approved March 17 by the Judiciary subcommittee on civil and constitutional rights.

The Asian Pacific American workers at Wards Cove were specifically excluded from the 1991 act's provisions even though their now 19-year-old discrimination case was one of the major catalysts for the law.

The bill would allow the workers to continue their legal action and "be covered the same as all other litigants," said subcommittee chairman Rep. Don Edwards (D-Calif.).

Timber summit seeks to balance economy, ecology

Unions have welcomed the Clinton administration's "forest conference" April 2 in Portland, Ore., expressing optimism that it will help to strike a balance between protecting jobs and the environment in the Pacific Northwest.

AFL-CIO Secretary-Treasurer Thomas R. Donahue will attend the conference and represent four affiliated unions in comments before the group.

Woodworkers President Bill Hubbell called Clinton's announcement "a declaration to the tens of thousands of forest products workers throughout the country that help is on the way."

"Our members have suffered long enough," said Carpenters Treasurer James Bledsoe. "It is time to help the thousands of forest product workers who have already lost their jobs and the thousands more facing the prospect of unemployment due to the lack of timber supply in the Northwest."

The one-day forest summit will fulfill a campaign pledge Clinton made after an appeal by organized labor. Both Clinton and Vice President Gore will attend, as will the secretaries of interior, agriculture, labor and the administrator of the Environmental Protection Agency.

About 25,000 forest products workers have lost their jobs over the past three years, most because of the drop in timber sales, said Denny Scott, staff economist for the Carpenters. That figure could hit 100,000 by next year, not including the ripple effect that would put construction workers out of work if no houses are being built, he said in an interview.

"We're going to fall off the cliff this spring and summer" as the current inventory of timber is depleted, Scott said.

Environmental groups seeking to protect old-growth forests and endangered species in the Pacific Northwest have blocked the harvesting of much of the 8 million acres of federal forest in the Pacific Northwest.

"Lawsuits, judicial injunctions, administrative mandates and appeals of federal timber sales have halted all timber harvesting on federal forest land, jeopardizing the livelihood of our members and the stability of our communities," said Mike Draper, executive secretary of the Western Council of Industrial Workers. The Portland-based council is affiliated with the Carpenters and represents 30,000 workers.

The reduction in timber supply has caused lumber prices to rise 90 percent since Oct. 1, the Carpenters and the National Association of Home Builders said at a March 9 press conference in Washington.

That price increase has raised the cost of building a typical home by $4,500 and has disqualified many people from obtaining home loans, the groups said.

Draper said the council hopes the conference will produce both short-term relief for its members and a long-term legislative solution that will increase timber supply and protect jobs while preserving forest ecosystems.

Paperworkers President Wayne Glenn said, "The lack of timber supply jeopardizes the livelihood of the working men and women of our union who depend on a stable supply of timber for wood chips to process paper and paper products."

— Press Associates

Unions extol safety panels in workplace

Continued from Page 1

because they can do more," said Dave LeGrand, CWA director of safety and health. "But we advocate both."

The joint committee has been so effective, LeGrand said, that the company has purchased ergonomic equipment — including new video display terminals, chairs, tables and wrist and foot rests — as well as lighting and ventilation systems in response to committee recommendations.

Ergonomic equipment adapts the workplace to the size and task of each worker, thereby reducing workers' risk of developing carpal tunnel syndrome, tendonitis and other repetitive strain injuries. Because of its importance in modern workplaces, the joint committee has organized a subcommittee on ergonomics.

While contract negotiations with US West occur every three years, the joint safety and health committees guarantee improvements in work conditions every year. These improvements have included the elimination of electronic monitoring, alternative work for those suffering from repetitive strain disorders and changes in the design and performance of jobs.

"We envision the committee as a way to get a network between the union and the company because communication is very important," said Joe Petersen, CWA District 7 staff representative. "There are a myriad of problems to be resolved and with cooperation it's easier to solve problems."

Every worker at US West's 14 sites receives safety and health training, also a provision of the OSHA reform measure. The training program began in 1989, said LeGrand, and the training materials were produced jointly by the union and management.

The next step for the union is to address other OSHA requirements and standards and to develop an in-house recognition program for good safety and health practices, he said.

The ILGWU and the Council for American Fashion in 1991 created a fund to which companies contribute and in turn apply for matching grants to be used for workplace safety investments, as long as joint safety and health committees are in place on the worksite.

The Council for American Fashion is an apparel industry labor-management group co-chaired by ILGWU President Jay Mazur.

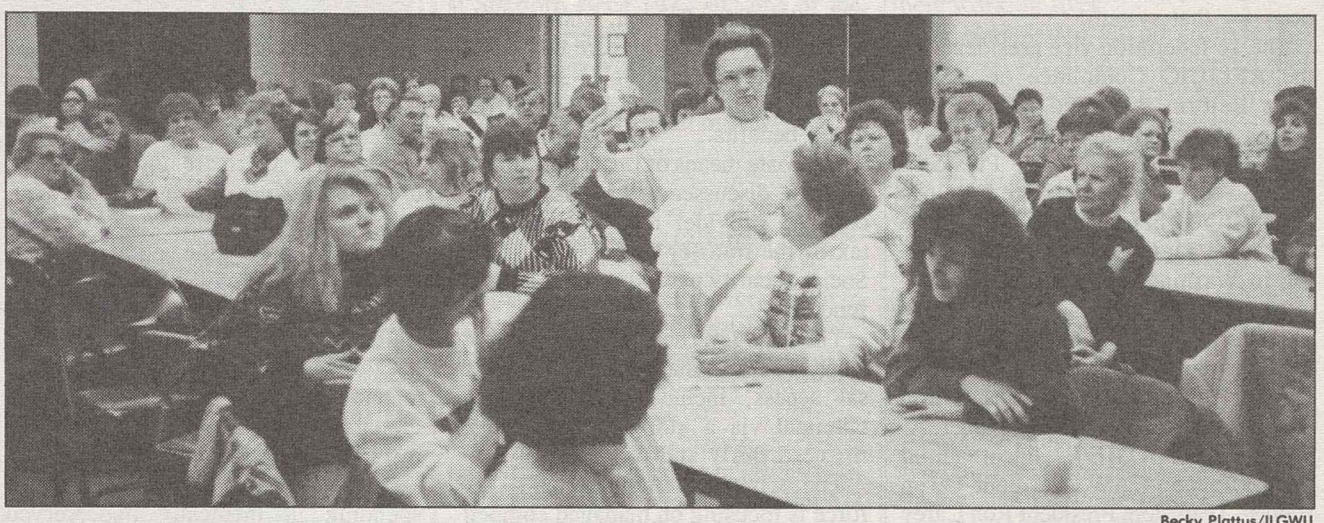
Last year the ILGWU and CAF established an Ergonomic Project within the fund that makes grants of up to $2,000 to qualified apparel firms for the implementation of ergonomic plans. These plans may include the purchase of ergonomically designed chairs and other equipment, as well as the hiring of consultants to help companies formulate ergonomic plans.

"Labor-management cooperation offers practical solutions for small firms struggling to compete in a difficult global market," said Mazur. "With the help of the CAF Fund Ergonomic Project, a relatively small investment can produce potentially significant improvements in the health of garment workers and in a firm's productivity."

The Ergonomic Project will help individual firms change the workplace and reduce workers' risk of repetitive strain injuries while also improving productivity and keeping insurance rates from rising.

"The repetitive nature of work in the apparel industry, combined with rapid production speeds and strained, awkward working positions, have increased the rate of repetitive strain injuries in the apparel industry to more than five times the average for industry overall," said Becky Plattus, ILGWU director of safety and health.

"This is a program that's working," said Plattus. "Hopefully, members of Congress will visit companies that have these types of programs on Workers Memorial Day."



Becky Plattus/ILGWU

Ladies' Garment Workers from three shops in Lehigh Valley, Pa., receive training on ergonomic and other workplace hazards, sponsored by labor-management safety and health committees in Lehigh. Workplace safety committees are a key element in OSHA reform legislation now before Congress.

Court refusal on hazards shows need for OSHA reform

By Colleen M. O'Neill

The Clinton administration has decided not to appeal a federal court decision striking down permissible exposure limits (PELs) for nearly 400 hazardous substances, leaving in place weaker limits for the majority and none at all for others.

The decision should bode well for passage of Occupational Safety and Health Act Reform legislation now pending in Congress, which would implement the PELs on an interim basis and update them every three years, the AFL-CIO said.

The federation had challenged the 1989 Occupational Safety and Health Administration PELs on air contaminants for general industry because some PELs were not strict enough, the four-year compliance period was too long and OSHA illegally adopted the recommended exposure limits of a private organization — the American Conference of Government Industrial Hygienists — rather than its own research agency, NIOSH.

"We did not push for an appeal because we need OSHA reform. Legislative action, not judicial action, is the answer," said AFL-CIO Occupational Safety and Health Director Peg Seminario. "Workers need to have the protection afforded to them through real limits on exposure. We can't wait for the courts, we need to work on passing reform legislation."

The July 1992 decision of the 11th U.S. Circuit Court of Appeals became final March 23 with the lack of an appeal. Limits for more than 200 chemicals have reverted to 20-year-old standards, while 164 others will be left unregulated.

Organized labor's initial complaint with the standards was focused on the limits themselves, not with the broad approach OSHA took, which was the grounds on which the appeals court struck them down. In fact, the agency would be able to use that approach under the pending legislation to reach a baseline of exposure for many of the substances.

Work toward reform continues with the fifth annual observance of Workers Memorial Day, April 28. The campaign for reform is being pursued through visits to members of Congress in Washington and visits by them to workplaces, postcards, calls and letters urging support for the legislation, as well as personal stories on the need for change.

OSHA reform legislation — H.R. 1280 and S. 575 — incorporates several changes on enforcement:

- Establishment of a targeted inspection program for high-risk industries and operations.
- Requirement for employers to report within 24 hours — and OSHA to investigate — all work-related fatalities and serious incidents resulting in the hospitalization of two or more workers.
- Instructions for inspectors to immediately stop operations posing an imminent danger of death or serious harm to employees, with protections for employees who refuse to work on dangerous equipment and fines for employers who refuse to take action.
- An abatement period that begins upon the issuing of a citation, rather than a settlement.
- Increased criminal penalties, to 10 years in prison for willful violations that cause death and a five-year sentence for willful violations that cause serious bodily injury.
- Establishment of a minimum penalty of $1,000 for each serious violation.

The measure also provides for employee participation in enforcement proceedings.

AFSCME sets full press for health reform

AFSCME's legislative conference, meeting under the banner of ''Investing in People and the Economy,'' renewed the union's commitments to national health care reform and President Clinton's economic stimulus program.

''Health care is the hardest problem we face,'' AFSCME President Gerald W. McEntee said, pointing out that financially strapped state and local governments are pressuring public employees during contract negotiations with attempts to increase health insurance premiums and copayments.

''Everyone should have access to quality health care with cost controls,'' McEntee said while vowing to fight any attempts to ''tax our health care benefits to pay for others.''

''AFSCME has over 2,000 networked political activists out there, but that's not enough,'' he said. ''We need to increase our network of grass-roots activists. We need to work even harder for a fairer future for ourselves as well as our children.''

Ira Magaziner, Clinton's senior policy adviser, opened a panel discussion on health care reform by warning that ''if we leave the current health care system in place, 125 percent of the increases workers will get through the 1990s will be eaten up in health care costs.''

Secretary of Labor Robert B. Reich, addressing the conference, praised AFSCME's members for being on the ''front line'' of the administration's efforts to improve the economy.

Reich said the president's stimulus package, which would invest in jobs at the state and local levels, is necessary to return purchasing power to the economy. But he said creating jobs would not be enough without improving the quality of these jobs.

Jeff Faux, president of the Economic Policy Institute, said that public investment of the sort that the administration has called for is necessary because of chronic unemployment. He contrasted the U.S. jobless rate, which has hovered around 7 percent for months, with the usual 2 percent unemployment rate in Japan.

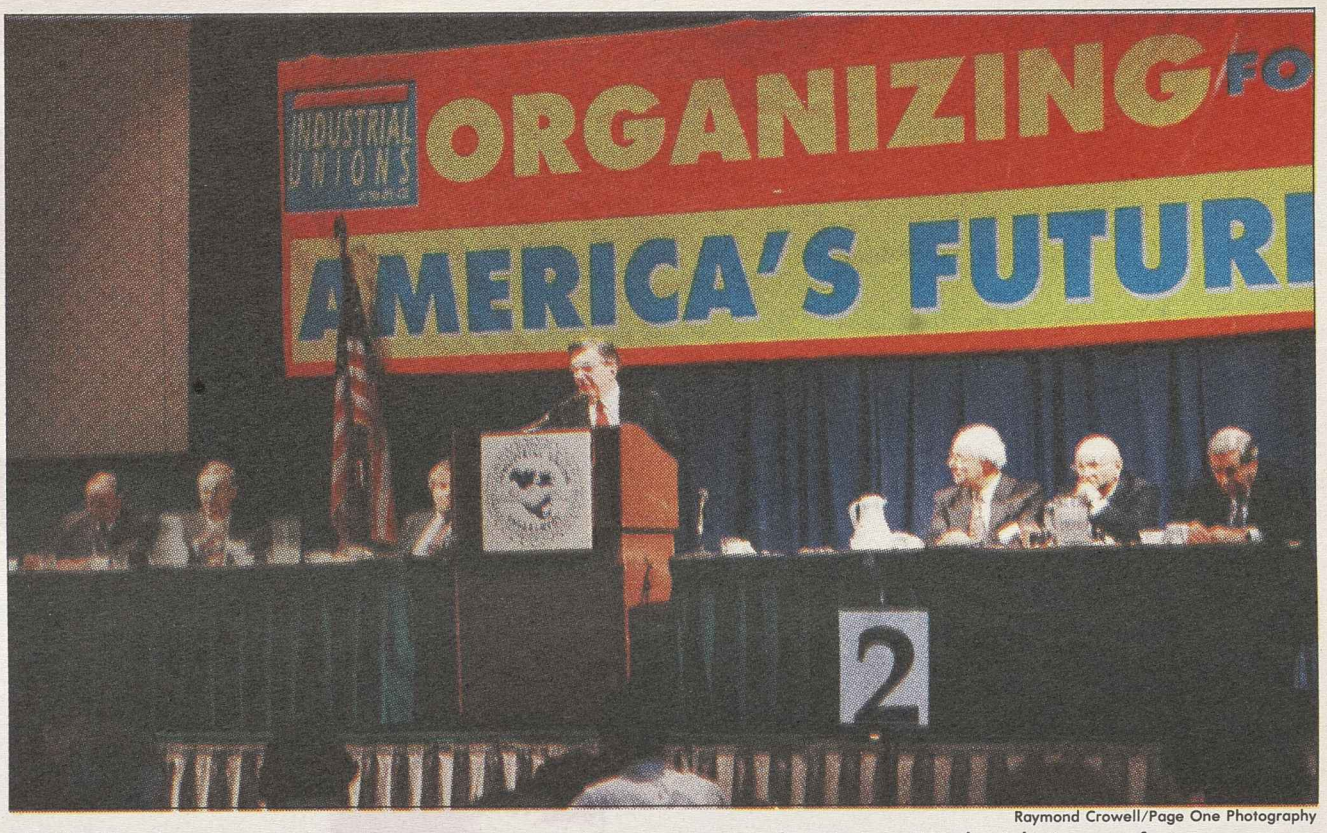
AFSCME Secretary-Treasurer William Lucy decried the legacy of the Bush and Reagan administrations — the ''leveraged buyouts, massive unemployment and deficits, a government with more plots than 'Dynasty,' and polls showing public service ratings lower than undertakers and used car salesman.''

Sen. Patty Murray (D-Wash.) attributed her election last fall to AFSCME support, ''and I will never forget this. I don't have a million dollars to run a campaign, but when I speak out on the Senate floor, I'll be saying what you'd be saying.''

Rep. Steny Hoyer (D-Md.) thanked AFSCME and the other AFL-CIO affiliates for helping to pass the Clinton budget package in the House, but warned that government employees are being squeezed.

''If we do not pay our public employees fairly and competitively, we will get what we deserve at the federal, state and municipal levels,'' he said.

Other speakers at the conference were Secretary of Health and Human Services Donna Shalala, Rep. Carrie Meek (D-Fla.), Sen. Paul Wellstone (D-Minn.) and Delegate Eleanor Holmes Norton (D-D.C.).



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland gives prognosis for congressional action at IUD legislative conference.

IUD sees tough legislative battles

By James B. Parks

Even with the backing of the Clinton administration, union workers face tough fights to pass striker replacement legislation and to gain worker protections in the North American Free Trade Agreement, AFL-CIO President Lane Kirkland told the Industrial Union Department's legislative conference.

''Unfortunately, even with the administration's support, the Senate rules will provide labor's adversaries with an opportunity to frustrate the will of the majority and with that our efforts to improve the prospects for fairness at the workplace,'' Kirkland said.

Overall, President Clinton has ''fully justified labor's support for him in the election campaign,'' Kirkland said. ''Our access to the White House on all our key issues has been nothing short of extraordinary. The president has moved quickly and decisively to fulfill his campaign promises.''

IUD President Elmer Chatak agreed. He greeted the more than 1,100 delegates with ''Happy days are here again. Hallelujah!''

Several union presidents echoed Kirkland's description of the difficulties that loom in future legislation.

''The Workplace Fairness bill would remove a blight and insult to American workers,'' said Jay Mazur of the Ladies' Garment Workers. But, as always, organized labor ''must agitate and organize to take advantage of this opportunity'' to enact the bill, said Mazur, who chairs IUD's legislative committee.

''Scabs are a blot on the record, history and purpose of America,'' said Steelworkers President Lynn Williams. ''America has defended freedom around the world, but denies the most basic freedom to workers.''

Teamsters President Ron Carey pointed to the ''permanent replacement'' of 500 workers at Diamond Walnut Growers as a prime example of the need for Workplace Fairness legislation.

On NAFTA, Kirkland said the agreement as negotiated by the Bush administration, ''is about only one thing — cheap labor and the opportunity of the wealthy few to exploit it...

''So the AFL-CIO is busy getting the word out about this agreement. We hope and expect that the resulting hue and cry...will convince President Clinton to do the right thing, protect American jobs and insist on the enforcement of labor and environmental standards in all three North American countries,'' Kirkland said.

Even if it differs with organized labor on some details of the NAFTA, the Clinton administration agrees with the need to protect U.S. workers, said U.S. Trade Representative Mickey Kantor, who added that the president is absolutely committed to negotiating supplementary agreements that protect the environment and worker standards.

Passing the NAFTA would create a low-wage economy in the United States and cost hundreds of thousands of jobs, Clothing and Textile Workers President Jack Sheinkman said.

NAFTA is a ''disaster,'' said Electronic Workers President William Bywater. The key issue is not what is written in the agreement, but how it would be enforced by Mexican governments, he said.

On health care reform, Kirkland said the Clinton administration ''is moving in the right direction and I'm optimistic that its final proposal will reflect our principles.

''But hear this: Our movement is unified and determined in its opposition to the idea of taxing employee health benefits,'' he said. ''Our people fought hard to win those benefits. They've already paid for them by forgoing higher wages.''

Union presidents who spoke to the conference on the key legislative issues of health care reform, labor law reform and reform of the Occupational Health and Safety Act included Marshall Hicks of the Utility Workers, Owen Bieber of UAW, Morton Bahr of the Communications Workers, Richard Trumka of the Mine Workers and Frank Martino of the Chemical Workers.

Other speakers included Labor Secretary Robert Reich; Gordon Wilson, president of the Ontario Federation of Labor; Michael D. Boggs, general secretary of the International Federation of Chemical, Energy and General Workers Union; Sens. Max Baucus (D-Mont.) and James Jeffords (R-Vt.); Reps. John Dingell (D-Mich.), Ted Strickland (D-Ohio) and Lynn Woolsey (D-Calif.); and Karen Ignagni, AFL-CIO employee benefits director.

UAW pledges fight for Workplace Fairness

UAW President Owen Bieber declared that union members will ''fight tooth and nail this year to outlaw the unfair, undemocratic and destructive use of permanent scabs once and for all.''

''In fighting for enactment of S.55 and H.R.5, we fight for the integrity of the collective bargaining system,'' Bieber told some 1,000 delegates to the union's Community Action Program conference.

Health care reform also was especially important to the delegates, who took time out to lobby Congress on that and other issues.

Ira Magaziner, White House senior policy adviser, warned the delegates that after President Clinton sends his plan to the Congress, ''we are going to have a tremendous battle'' with interest groups who will favor reform publicly, but really want to spend another 10 years studying the issue.

Bieber, in his keynote address, said the UAW in its bargaining with the Big Three automakers this fall would ''defend our health care benefits both for active and retired workers.''

On other issues, Bieber strongly supported Clinton's economic stimulus package and said the union must step up its opposition to the North American Free Trade Agreement, which he said is a threat to workers in Mexico, the United States and Canada.

Labor Secretary Robert B. Reich told the delegates that Clinton's economic plan calls for investment in the American people, their education and skills and the infrastructure ''linking us up to one another.''

Reich praised the UAW's leadership on quality products, in helping to revolutionize Ford Motor Co., in working with General Motors at the Saturn plant in Tennessee, and in helping to bring Chrysler back from the brink.

Other speakers included House Majority Leader Richard A. Gephardt (D-Mo.); Sens. Byron Dorgan (D-N.D.), Russ Feingold (D-Wis.) and Carol Moseley Braun (D-Ill.); Reps. Cynthia McKinney (D-Ga.), Herb Klein (D-N.J.), Xavier Becerra (D-Calif.) and Craig Washington (D-Texas); Donna Shalala, Secretary of Health and Human Services; and Chairman David Wilhelm of the Democratic National Committee.

— Press Associates

Fig

For

Workers

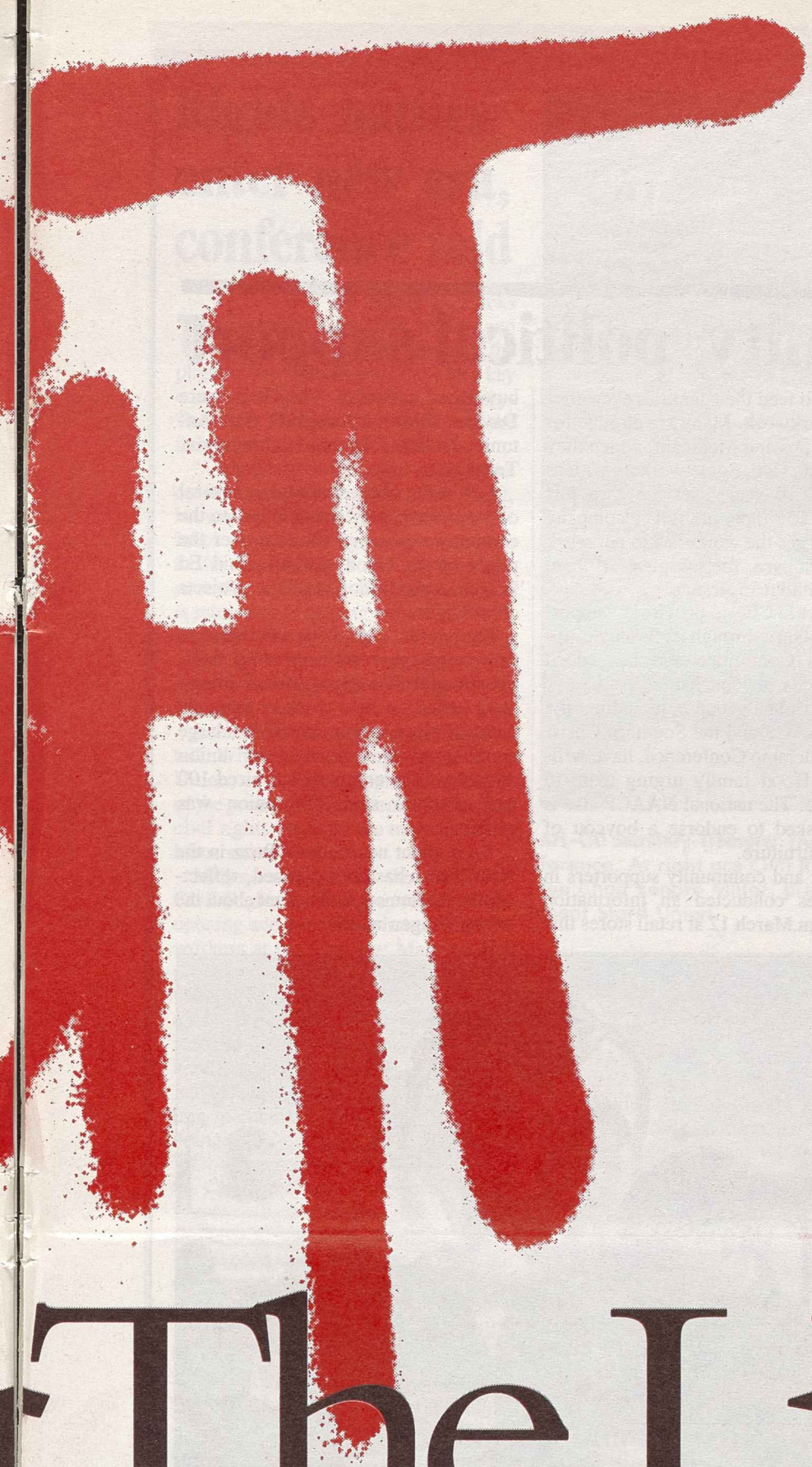
The Occupational Safety and Health Act promises every American worker the right to a safe job.

But America's workplaces are far from safe. Each year 10,000 American workers die from job-related injuries, and tens of thousands more die from occupational disease. Nearly two million workers have been killed by workplace hazards since the OSHAct was passed.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those workers who have suffered and died and to renew the fight for safe workplaces. This year we are fighting for passage of OSHA Reform legislation to give workers greater rights and protections.

Join the fight for safe jobs. Observe Workers Memorial Day on April 28.

AFL-CIO



The Living

Memorial Day, April 28

Safe Jobs NOW

UNION NEWS

Hood workers gain community, political support

By James B. Parks

The corporate campaign against Hood Furniture Manufacturing Co. gained momentum as community groups and political leaders joined the struggle for justice for some 400 workers.

The National Labor Relations Board was expected to issue complaints of unfair labor practices against the Jackson, Miss.-based company, including failure to bargain in good faith, intimidation and harassment of workers.

The labor committees of the Mississippi legislature held a joint hearing March 23 in which workers described the working conditions that led them to their four-year struggle to gain a contract. The workers voted in 1989 to be represented by the Electronic Workers, and the NLRB dismissed company challenges and certified the election in 1991.

A candlelight march and rally is planned outside the plant on April 4, the 25th anniversary of the assassination of Martin Luther King, Jr. The march will draw attention to the ''plantation mentality'' that workers say creates unsafe working conditions, demeans employees and denies them basic worker rights.

At a March 16 rally, more than 100 people called on the company's owners — one of the most powerful and wealthiest white families in the state — to negotiate with the predominantly African-American work force. Democratic congressional candidate Bennie Thompson pledged his support to the workers at the rally.

Thompson, who is backed by labor, will run in a special election March 30 to fill the congressional seat vacated by Mike Espy, who was named secretary of agriculture.

Many of the employees don't make enough to feed their families even after a full workweek. Many are eligible for food stamps and Medicaid, which they need to survive. Some workers with as much as 10 years' service earn just $4.50 to $5.50 per hour. The company also charges the workers $25 per week for health care, forcing many of them to go without insurance.

The AFL-CIO is providing support and assistance through its Strategic Approaches Committee and has added Hood to its boycott list.

Civil rights groups, including the state NAACP and the Southern Christian Leadership Conference, have written the Hood family urging them to negotiate. The national NAACP also is being asked to endorse a boycott of Hood Furniture.

Labor and community supporters in six cities conducted an information campaign March 12 at retail stores that buy Hood products. The cities were Dayton, Ohio; Milwaukee; San Antonio; Jackson; Atlanta; and Victoria, Texas.

As a result of the leafletting, several of the store owners wrote letters to the company expressing concern over the plight of the Hood workers, said Ed Feigen, a federation strategic projects coordinator.

The internal organizing and information campaign also is bearing fruit, Feigen said. Twenty teams of organizers called on new workers over six nights, Feigen said, resulting in a large increase in the number of union members. The company has hired 100 new workers since the union was certified.

An in-plant newsletter ''Buzz in the Hood'' also has been planned, reflecting the excitement in the plant about the union, Feigen added.

Labor rallies against BMW over non-union plant plans

Building and construction unions and their supporters from across the country will rally this week to protest plans by the German automaker BMW to build a non-union auto assembly plant in the United States and pay less than one-third of comparable German wages.

The April 1 rally will be held outside the company's U.S. headquarters in Woodcliff Lake, N.J. The new assembly plant is scheduled to be built near Spartanburg, S.C.

''We want to send a clear message to BMW and any company, foreign or domestic, that tries to destroy the working and living standards of Americans. That message is that we won't stand for it,'' said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department.

''If BMW is allowed to proceed and exploit workers in a very vulnerable part of the United States in a time of economic hardship, every worker in this nation and every American in any job is going to see his standard of living threatened,'' Georgine said.

BMW announced plans to manufacture automobiles in Spartanburg initially for export only.

Wages would be $10 or less per hour, compared with an average of $30 in Germany and $17 in the United States. Construction workers would be paid sharply less than the U.S. average.

''We cannot abide that kind of conduct — treating the United States like a Third World country — and we won't,'' Georgine said.

BMW officials also have refused Georgine's request to discuss U.S. working conditions.

The company made it clear it wanted a non-union environment before it would build in South Carolina, Georgine said. ''Unfortunately for all Americans, the governor not only acquiesced to this economic blackmail, he did it enthusiastically.''

''What the governor may not realize is that he's condemning a generation or more of young workers to work untrained, unprotected and uninsured for dollars barely above the minimum wage in many cases. That's not the way to build a sound economy in any part of the United States,'' he said.



Linda Schaefer/IBT

Street theater outside a trade show in Atlanta helps the Teamsters publicize the wealth of the president of Fisher Scientific, which locked out 77 New Jersey workers who protested the company's elimination of their health insurance coverage. Mr. Money Bags, a caricature of Fisher President Joe Montrone, carried a six-foot syringe and bragged about how he used it to stick it to the workers.

More Food Lion workers join wage-and-hour complaint

The Food and Commercial Workers' international worker advocacy campaign at Food Lion Inc. gained additional support in its wage-and-hour complaint as more employees of the grocery chain said they were forced to work off-the-clock.

The UFCW on Feb. 24 filed a supplemental complaint with the U.S. Department of Labor, adding 21 new claimants to its original filing. That brings to 334 the number who charge that Food Lion violated the Fair Labor Standards Act by requiring employees to work overtime to complete work assigned under the effective scheduling procedure and not paying them.

The latest employees to join the complaint are from 21 different stores in seven states, the union said. There were 183 claimants when the union filed its original complaint in 1991. Additional names were added in three other filings.

Labor Department officials told a September congressional subcommittee hearing that a nationwide investigation into the charges showed ''substantial'' overtime and child labor law violations.

The investigation reportedly turned up practices that could result in Food Lion being hit with one of the largest wage-and-hour complaints ever filed against a single employer.

The Labor Department in 1989 accepted Food Lion's offer to pay $300,000 to settle $1.2 million in overtime and wage-and-hour violations. Despite the promises then, the company's abuses of workers continued, said union spokesman Al Zack.

Meanwhile, the union said a Food Lion suit charging abuse of the legal process amounted to ''nothing more than retaliation against the UFCW.''

The charges grew out of a 1990 suit filed on behalf of Ricky Bryant, a former store manager. In that suit the UFCW charged Food Lion was scheming to deny benefits to workers and their dependents under the company's profit-sharing and health benefits plans.

The union filed a motion March 12 in federal court seeking certification of the Bryant case as a class action suit, Zack said. Besides Bryant, there are more than a dozen plaintiffs and hundreds more willing to join.

Neither Bryant nor any of the potential plaintiffs is a member of the union, but the UFCW took on their cause, Zack said, ''because these people are victims; they have no place else to turn.''

Food Lion's profits, which exceed the industry average, are the result of wage chiseling and other unfair labor practices, the UFCW complaint charges. If these practices are not stopped, the complaint said, Food Lion's competitors will be forced to imitate the illegal practices to remain competitive.

Belgian-owned Food Lion is the nation's fastest-growing food chain with about 1,000 stores and warehouses in 14 states. The company, with U.S. headquarters in Salisbury, N.C., has almost 60,000 full-time and part-time employees.

The UFCW continues to work with international trade unionists to expose Food Lion practices in the United States. A visiting delegation from the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) investigated the charges against Food Lion.

The group included members of all three unions at Food Lion's Belgian parent, Delhaize Freres & Cie.

— James B. Parks

Rights battles enter new era, conference told

By James B. Parks

The issues of economic justice and civil rights are inseparable and the plight of the nation's poor must be a key concern of labor, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the federation's civil rights institute.

"Americans on the lower rungs of the economic ladder are most often black, brown and female," Donahue said. But labor can help bring economic justice to the disadvantaged with the help of a new ally: a Clinton administration that is interested in helping working people, he said.

But labor must be clear about what it wants and be prepared to fight for it, he added.

Lenore Miller, president of the Retail, Wholesale and Department Store Union, provided a graphic illustration of the problems of economic justice and civil rights faced by the nation and the labor movement.

Miller, who chairs the AFL-CIO Civil Rights Committee, replaced her opening address with a home video by workers at the Choctaw Maid poultry processing plant in Pelahatchie, Miss. Gaining a contract for the predominantly poor African-American women workers illustrates "the soul of our mission," she said.

"This is not about per capitas or getting members," she said. "It's about doing what's right."

Donahue described some specifics of the Clinton economic program that advances civil rights causes. For example, increased funding for Head Start benefits all poor children, but most helps the 46 percent of African-American children living in poverty, he said.

The Clinton tax package benefits those with incomes below $10,000, another group that is disproportionately minority, he said.

In addition to economic changes, there are specific new civil rights laws needed to overcome the effects of 12 years of "pathetically low" enforcement by the Reagan-Bush administrations, Donahue said.

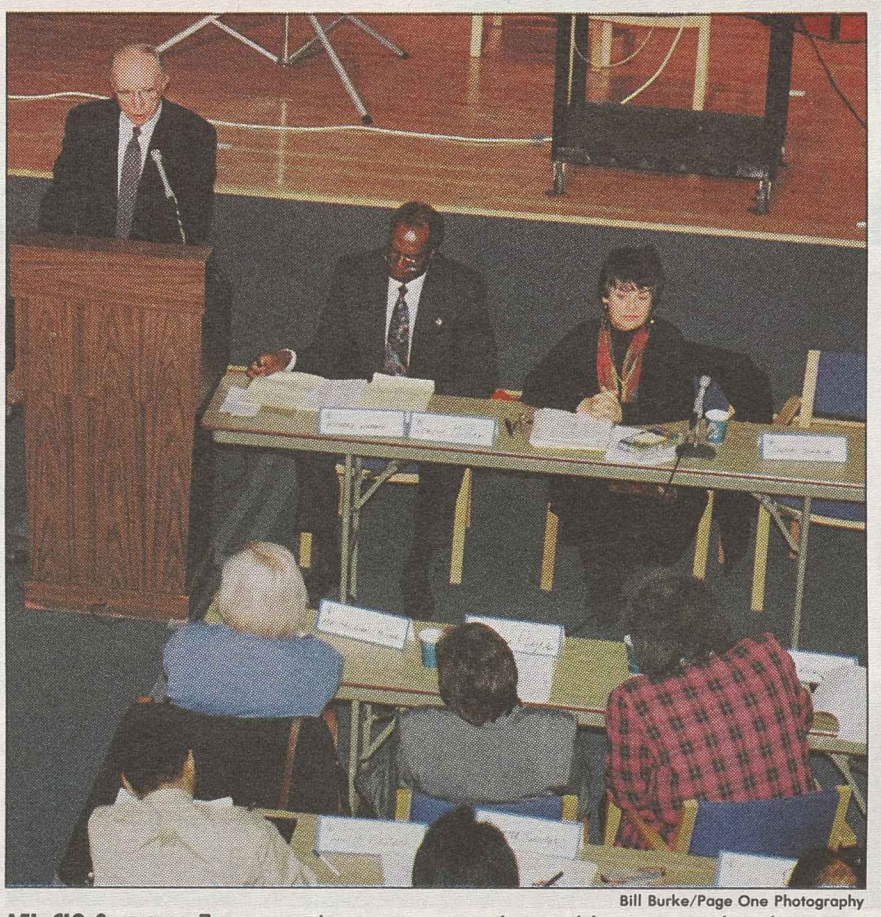
The federation is committed to the Equal Remedies Act, which gives women the same rights to recover damages for sexual discrimination as those who are victims of racial bias, he said.

Organized labor also is seeking justice for Wards Cove Packing Co. workers, predominantly Asian Pacific Americans who were exempted from the Civil Rights Act of 1991 so the law's remedies against discrimination would not apply to them. The AFL-CIO also supports the Violence Against Women Act, which enlarges the scope of civil rights laws to include battered women and victims of rape.

Affirmative action and pay equity for women are still high on the labor agenda, Donahue said. "We are determined that all Americans have a fair chance. There must be absolute equality of opportunity."

It is not enough to fight for equality in the nation and ignore the system of discrimination inside the trade union movement, said Richard Womack, the federation's civil rights director.

There must be increased and continuing efforts in trade unions to improve the status of women and minorities, he said.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses civil rights conference. At right are Civil Rights Director Richard Womack and Committee Chair Lenore Miller, president of the Retail, Wholesale and Department Store Union.

Unions boost workers abroad

Free trade unions, with the help of the AFL-CIO, are in the forefront of battles for democracy in South Africa, Cuba and Haiti, participants in the federation's civil rights institute were told.

At the request of the South African unions, the African American Labor Center assembled a three-member team of labor political experts to provide advice on voter registration, campaigning and political education of members, AALC Executive Director Patrick J. O'Farrell said.

Although trade unions are deeply involved in the struggle to end apartheid in South Africa, they are determined to maintain their independence to represent workers' interests, said O'Farrell and AFSCME Secretary-Treasurer William Lucy.

Racial and political oppression in Haiti and Cuba have led to abject poverty, said William C. Doherty, executive director of the federation's American Institute for Free Labor Development, who added that labor unions are the only institutions providing the money and assistance necessary to fight for the rights of workers.

In Cuba, the international trade union movement is providing the same kinds of aid it gave to the early Solidarity movement in Poland, Doherty said. The unions have gone underground out of fear of repression and have joined forces with freedom-loving intellectuals to fight the Castro regime, he added.

The institute met March 21-25 at the George Meany Labor Center and included workshops and panels on the civil rights legacy, processing discrimination complaints, AIDS in the workplace and labor's legislative agenda.

Other panels and speakers discussed bilingual education, implementing the Americans with Disabilities Act, electoral participation, sexual harassment, diversity, pay equity, sexual orientation bias and quality program ideas.

— James B. Parks

AFL-CIO assails call for Salvadoran amnesty

Praising the United Nations report on crimes committed during El Salvador's bloody civil war, the AFL-CIO rejected President Cristiani's call for unconditional amnesty as a "travesty of justice."

Among its findings, the United Nations' Truth Commission confirmed that three agrarian reform specialists, including two employees of the AFL-CIO's American Institute for Free Labor Development, were murdered by the Salvadoran military on January 3, 1981, at the Sheraton Hotel in San Salvador.

Responsible for the brutal murders of Mark Hammer, Michael Pearlman and Salvadoran Rodolfo Viera were Capt. Eduardo Avila, Lt. Rodolfo Isidro Lopez Sibrian and Maj. Mario Denis Moran, the commission said.

"We are gratified that the Truth Commission has officially named those responsible for the deaths of these three men who were committed to the cause of democracy and freedom in El Salvador," said AFL-CIO President Lane Kirkland. "Their sacrifice must never be forgotten."

In rejecting Cristiani's call for amnesty, the AFL-CIO expressed solidarity with Salvadoran trade unions, which have called for full implementation of the commission's recommendations.

The National Union of Workers and Campesinos (UNOC) of El Salvador on March 18 endorsed the recommendations, including immediate dismissal of all military officers implicated in human rights violations, the exclusion of several guerrilla leaders from any political or elected position, the resignation of the president of the Supreme Court and complete reform of the judicial system.

Kirkland called on the U.S. government "to withhold all military aid to El Salvador until those recommendations are fulfilled."

Airlines must also sacrifice, unions say

By Candice Johnson

Unions are ready to work with airlines to solve the problems of the troubled industry, but cooperation must mean more than one-sided labor concessions on wage and benefit cuts.

That point was made by several union participants at a two-day conference on labor relations in the airline industry, sponsored by the National Mediation Board, Cornell University, the University of Pennsylvania and the Society of Professional in Dispute Resolution.

Participants from management, unions and government looked at the roles of the NMB and the Railway Labor Act and discussed ways to improve labor-management relations.

NMB member Joshua Javits said both management and labor need to build trust, with management perhaps agreeing to share decision-making authority and information while unions modify some work rules and develop flexible compensation plans.

ALPA President Randolph Babbitt noted that the NMB also could play a role in building trust and cooperation by joining the bargaining process at an earlier stage.

Industry participants included United chairman Stephen Wolf, who stressed the need for "a new and more effective relationship" between labor and management. Wolf noted, however, that United was "not having a lot of success" in gaining concessions from ALPA, the Machinists and Flight Attendants.

Those unions, which formed the United Airlines Union Coalition, have rejected United's demand for one-sided concessions and "will continue to work together to assure that United management will not be able to isolate one of the groups and apply undue pressure for concessions," the coalition said.

At a March 10 meeting in Chicago, the group outlined strong opposition to United's planned sale of flight kitchens, its termination of "sky caps" and the use of subcontractors for these jobs, all as part of the carrier's restructuring plan.

The coalition also voted to include unions representing foreign employees of United in the group.

In other airline news:

● ALPA is negotiating with Delta Airlines over the union's proposal of a one-year, 5 percent wage cut. The union wants job security and furlough protections and other work rule changes in return for the wage concessions. ALPA represents 9,400 pilots at Delta.

The wage cut would not affect pilots with less than three years' service and would provide the company with about $60 million in salary savings, said Karen McGuffey of ALPA's Delta master executive council.

● By a 91 percent vote, attendants at USAir ratified a 45-month contract that provides improvements in work conditions in exchange for short-term wage concessions similar to those made by other USAir unions.

Salaries for AFA members will be reduced 2.9 percent in the first contract year only, with industry-standard pay increases to take effect over the remaining contract term.

The 9,000 USAir attendants won improvements in international pay, meal and moving expenses, uniform allowances and a "no furlough" guarantee for the contract term.



John R. Oravec/AFL-CIO News

Canadian lawmakers Joy Langan, Steve Butland, Lynn Hunter and Dave Barrett tell a Washington news conference they will oppose the North American Free Trade Agreement in the Canadian Parliament.

Campaign sheds light on NAFTA peril

Continued from Page 1

dian parliament told a news conference at AFL-CIO headquarters in Washington that they would work to defeat the agreement.

The task force said one of the keys to an equitable trade agreement among Canada, the United States and Mexico is the creation of effective mechanisms to ensure strict enforcement of internationally recognized worker rights and standards.

That position was reinforced in a study by the Economic Policy Institute and a report by the United Nations Association of the United States.

The EPI study suggested that, by implementing a policy stressing international labor standards, the Clinton administration could expand U.S. exports to less developed countries while protecting American jobs from unfair low-wage competition.

The UNA-USA report, prepared by a panel of labor and business leaders and academic experts, said the NAFTA "fails to address critical social aspects of economic relations among the three nations" and urged that supplemental agreements include a firm commitment to worker rights.

These standards would provide a "steady improvement in Mexican incomes (that) will alleviate competitive downward pressure on U.S. and Canadian wage rates, reduce the incentive for illegal immigration and increase Mexican demand for U.S. and Canadian consumer goods," said Sheinkman, who co-chairs the UNA-USA Economic Policy Council along with Xerox Chairman Paul Allaire.

The AFL-CIO task force has recommended that the three nations agree to measures, including trade action, to ensure the enforcement of basic worker rights, and to establish a commission, including worker representatives, "to provide a forum for the continuing study and evolution of workplace rights and standards."

Under a commitment from President Clinton, a new round of negotiations on the essential supplemental agreements opened March 17 in Washington. The U.S. team is headed by Deputy Trade Representative Rufus Yerxa, who had been the chief American negotiator in the Uruguay Round of the General Agreement on Tariffs and Trade.

At Senate hearings, Kantor said the Clinton administration does not intend to "sacrifice substance for speed" despite efforts to complete the side agreements in time to send enabling legislation to Congress this summer.

But opposition has been mounting in Congress to any agreement that lacks protections against the drain of U.S. jobs to Mexico, import surges, environmental destruction along the border and assurances on worker rights.

Union, environmental, farm and consumer coalitions have kept up a campaign alert ever since NAFTA emerged from the Bush administration in unacceptable form.

Shortly before the start of the new NAFTA talks, an alliance of Latin-American and labor groups said the agreement had to be fixed.

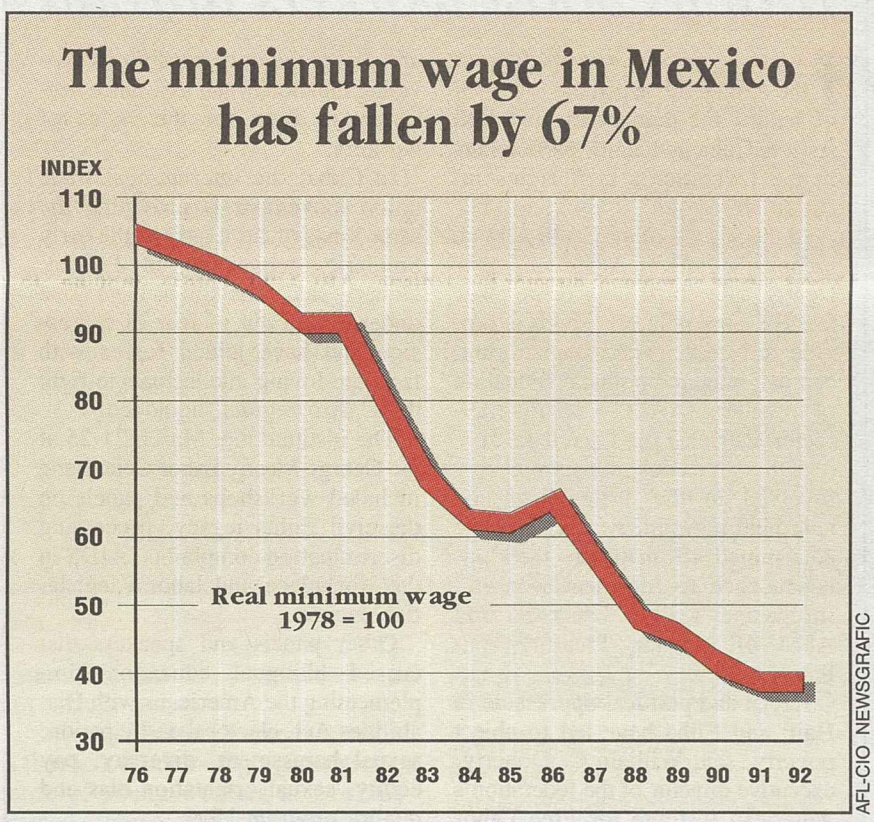
"Conspicuously absent from the agreement is any acknowledgement of Mexico's lack of democracy and blatant disregard for political and human rights," the U.S.-Mexican Latino Coalition for Fair Trade said. It contends that Latino workers in the United States and workers in Mexico would be adversely affected by NAFTA.

Coalition leader Jamie Martinez, who is an IUE vice president, said that whether the supplemental agreements can correct all the concerns on jobs, wages, migration and environment "will determine if NAFTA will advance the common good of the North American people or benefit a few at the expense of many."

Political debate on NAFTA has picked up in Canada with the resignation of Conservative Prime Minister Brian Mulroney, four members of Parliament said following a series of meetings with congressional, union and environmental leaders in Washington.

The New Democratic Party MPs — Dave Barrett, Steve Butland, Joy Langan and Lynn Hunter — called for rejection of the accord.

"We have grave concerns about the implications for Canadian jobs, health and safety standards and environmental abuses," Barrett said.



Source: Bank of Mexico and National Commission on Minimum Wage

Worker pay declines as prices rise

Trade gap widens

By John R. Oravec

Real weekly pay slipped 0.2 percent in February as the consumer price index for urban wage earners (CPI-W) rose 0.4 percent, the same as the January increase, the Bureau of Labor Statistics reported.

Over the past 12 months the price index advanced 3.2 percent, while the purchasing power of the average production worker declined 0.6 percent.

The steepest February price increases were in clothing, up 1.5 percent, and housing maintenance, which jumped 1.9 percent. The rise in food prices slowed while energy prices declined — reflecting a drop in gas and electric utility charges.

The rise in the cost of medical care eased to 0.5 percent over the month, but it led all other major components in rising 6.4 percent over the year. Transportation costs increased 0.5 percent in February and were up 4.1 percent from 12 months ago.

In other economic reports:

- The merchandise trade deficit widened to $7.3 billion in January with imports of $44.3 billion out-running exports of $37 billion, the Commerce Department said.

The trade gap in manufactured goods amounted to $6.1 billion as both exports and imports declined slightly over the month.

On a country-to-country basis, the largest deficit was again with Japan at $3.9 billion, followed by China at $1.6 billion and Canada at $1 billion. The United States rang up a $1.7 billion surplus in trade with Western Europe in January.

Meanwhile, the U.S. current account deficit jumped to $62.4 billion in 1992 from $3.7 billion in 1991, when the United States was receiving cash contributions from allies for military operations in the Iraq-Kuwait war.

- The construction of new homes and apartments edged up 2.5 percent in January to an annual rate of 1.2 million units after slumping 9.2 percent in January.

The Commerce Department said applications for building permits — an indicator of future construction activity — slipped for the second month in a row, dropping 3 percent to 1.1 million units. Overall, housing starts last month were down 6 percent from February 1992.

- Industrial production, the combined output of U.S. factories, mines and utilities, rose 0.4 percent in February for the fifth monthly increase in succession.

The Federal Reserve said factory output edged up 0.3 percent while utility production jumped 3.7 percent, although mine output declined 2.1 percent.

Capacity utilization of factories, mines and mills edged up by 0.2 points to 79.9 percent, the highest rate since September 1991.

Newsmakers

Hotel Employees and Restaurant Employees Director of Organizing **Vincent Sirabella** retired from the union March 6. He had been organizing director since 1983 and a vice president since 1981, and served previously as director of HERE's western regional office, president of the Greater New Haven (Conn.) Labor Council and vice president of the Connecticut AFL-CIO, among other posts.

Former U.S. Rep. **Jim Jontz** of Indiana has signed on to direct the Citizens Trade Campaign, a coalition of environmental, labor, family, farm, religious and civic organizations that promotes environmental, social and economic justice in trade policy. The CTC has aided the fight against the Bush-negotiated North American Free Trade Agreement.

Martin Slate has been appointed by Labor Secretary **Robert Reich** to head the Pension Benefits Guaranty Corp. He has been director of the Internal Revenue Service Employee Plans Division since 1986. PBGC, established under ERISA in 1974, is a self-financed government corporation that guarantees certain benefits under terminated single-employer and multiemployer defined pension benefit plans.

Ron Cohen has retired as communications director of the Minnesota AFL-CIO after 18 years, state federation President **Bernard Brommer** announced. He has been replaced by **Bill Moore,** a former staff representative with AFSCME District Council 65.

AWARDS

The Labor Institute of Public Affairs and the Service Employees were presented with Founders Awards by the Film Arts Foundation for their support of ''We Do The Work,'' the only independently produced national program on public television devoted to workers' issues. The honors, received by LIPA Director **Bill Wagner** and SEIU President **John J. Sweeney,** were part of the Joady Awards, which are named after the Joad Family in John Steinback's Grapes of Wrath and recognize individuals and organizations whose efforts have contributed to bringing the voices and images of working people to the American public.



Raymond Crowell/Page One Photography

AFL-CIO Civil Rights Director Richard Womack presents a retirement gift to NAACP Executive Director Benjamin Hooks and his wife Frances, during a reception March 23 at federation headquarters.

DEATHS

Former AFL-CIO Region VI Director **William L. Gilbert** died March 12 in Sebastopol, Calif. He was 77.

Gilbert served as regional director for more than three years, retiring in 1977. He previously had been assistant regional director, director of the AFL-CIO Los Angeles-Orange Counties Organizing Committee, AFL-CIO field representative and a CIO organizer. He also served the United Furniture Workers, Machinists and United Electrical Workers in various positions.

Gilbert will be included in the Maritime Trades memorial service at sea set for April 19 and another memorial service is planned.

He is survivied by his wife, Peg; two daughters, and several grandchildren.

Dallas W. Sells Jr., retired Indiana AFL-CIO president and UAW regional director, died March 20 in Indianapolis. He was 73.

Sell directed UAW's Region 3, encompassing Indiana and Kentucky, for 13 years, retiring in 1984. He held office as president of UAW Local 662 and later became president of the Indiana-Kentucky CIO Auto Council, president of the Indiana CIO and head of the Indiana AFL-CIO before moving to UAW headquarters as an assistant to President Walter Reuther.

He is survived by his wife, Thelma M. Pike Sells; two sons, Dallas R. and Larry F.; two daughters, Sandy Jones and Mary Ann Clippinger; three sisters, Frances and Virginia Sells and Doris Jean Donahue; and six grandchildren.

L.A. program set to assist in organizing

Union Privilege is unveiling a new program in Los Angeles March 30 to provide expanded local benefits as an organizing tool and to provide added value to union membership.

The AFL-CIO-sponsored plan is intended to complement existing Union Privilege benefits available to members, including personal legal services, a low-interest, no-fee credit card and the mortgage/homebuying program.

Union Privilege has established a Los Angeles office to help meet the needs of the 600,000 union members and their families in Los Angeles and Orange counties. Local unions working on associate or membership organizing drives may call on the center's staff for assistance.

''The key to the new program is its flexibility to meet the needs of particular campaigns,'' said AFL-CIO Regional Director David Sickler. ''Organizers will now have more tools to choose from. It's clearly a superior package of benefits.''

The effort is meant to build on the programs of the California Immigrant Workers Association, which has been assisting unions organizing immigrant workers in Southern California since 1989. The program is designed to provide new associations for other organizing drives, union officials said.

The locally negotiated benefits package includes savings on health, dental and eye care for those with and without insurance; prescription drugs; hearing care; an entertainment discount ticket service for such attractions as theme parks, zoos, museums and movie theaters; travel services and assorted consumer discounts for such items as Price Club membership, tire and furniture purchases and health club memberships, among others.

Writers Guild East ratifies CBS pact, gains ABC deal

Members of Writers Guild, East ratified a new contract with CBS Inc. after also gaining a new agreement with Capital Cities/ABC.

More than 90 percent of the members voted March 9 to ratify the new contract with CBS. The three-year agreement covers workers at network and local television operations and radio newswriters.

Noting that the vote averted a work stoppage, Guild Executive Director Mona Mangan said union members came to the negotiating sessions to discuss their grievances and showed ''great courage to enable us to win a new contract and defeat attempts by the company to take away important past gains.''

The Writers Guild successfully resisted attempts by the company to erode union jurisdiction and obtained agreement on steps to help alleviate workload and harassment.

Under the terms of the agreement, members will receive an immediate pay increase of 3.5 percent, an additional increase of 3 percent on March 2, 1994, 3.5 percent on March 2, 1995, and for the last month of the contract, an additional increase of 0.3 percent effective March 2, 1996.

Temporary employees, rarely recipients of any benefits, will receive health benefits under the contract, with CBS agreeing to contribute to the WGAE industry health fund an amount equivalent to 6.5 percent of a temporary employee's gross earnings to enable the person to become eligible for benefits.

In exchange for this health coverage, the temporary employee's compensation will be reduced to 8.5 percent above scale.

In addition to health benefits, temporary employees will have an option between vacation time or 4 percent additional pay. The maximum limit of 210 days of temporary employment has been eliminated.

It was agreed that a joint labor-management committee will be established in each city that will meet twice a year to discuss workload problems and attempt to resolve them.

CBS management also pledged to enforce its policy against discrimination and harassment of employees.

The union represents newswriters, editors, news assistants, production assistants, promotion writers, graphic artists and researchers for CBS and Capital Cities/ABC.

The Feb. 4 agreement with Capital Cities/ABC provides annual wage increases of 3.5 percent effective Feb. 1, 1993, 3 percent as of Feb. 1, 1994 and 3.5 percent beginning Feb. 1, 1995.

Resources

In time for Workers Memorial Day, **We Just Come to Work Here, We Don't Come to Die** is a cassette with 17 songs dedicated to improving health and safety standards on the job. The music is ideal for any Workers Memorial Day activity. The cassette is $10 and can be purchased from the Labor Heritage Foundation, 815 16th St. N.W., Room 301, Washington, D.C. 20006.

Dying for a Job, a magazine show produced by ''We Do the Work,'' will air throughout the month of April on national public television. The show examines a widow's struggles after she discovered her husband's worksite death was preventable and discusses the need for updating the 1970 Occupational Safety and Health Act. Local public television listings have air times. VHS copies are available from Penelope Whitney of ''We Do the Work'' at 510/547-8484.

Glycol ethers rule proposal published

A proposed standard on worker exposure to four hazardous glycol ethers was published March 23 in the Federal Register.

The rule, regulating 2-ethoxyethanol and its acetate, and 2-methoxyethanol and its acetate, cleared regulatory reviews and was sent to the Office of the Federal Register in early March, according to the Occupational Safety and Health Administration.

Glycol ethers pose hazards to workers' reproductive systems. They are commonly used in jet fuels and industrial coatings and solvents.

The proposed standard would protect 46,000 workers in chemical manufacturing, automobile and wood furniture refinishing, aircraft and motor vehicle manufacturing, paint and ink formulation and semiconductor and circuit board manufacturing, OSHA said.

A public hearing on the proposal is set for July 20. Written comments and notices of intention to appear at the hearing must be postmarked by June 7. Testimony and documentary evidence must be postmarked by June 28.

Comments should be submitted to the Docket Officer, Docket No. H-044, Room N-2625, U.S. Department of Labor, 200 Constitution Ave. NW, Washington, DC 20210. Notices of intention to appear, testimony and documentary evidence should be sent to Tom Hall, OSHA Division of Consumer Affairs, Docket No. H-044, Room N-3647.

Forced labor still looms as modern problem

By Sharolyn A. Rosier

As humankind prepares to enter the 21st Century, nations still subject their citizens to forced labor and slavery-like practices, an International Labor Organization report reveals.

Besides traditional slavery and debt bondage, the ILO found many instances of forced child labor. The most serious violations occur in Mauritania, Sudan, Pakistan, India, Thailand, Haiti, Peru, Brazil and the Dominican Republic, the report stated.

''Many people assume that slavery has been eradicated, but this is not so,'' said Michel Hansenne, ILO's director-general. ''The forms that forced labor take on today may be more diverse and better disguised than those of earlier times, but they can be no less shocking.''

Children as young as 6 years of age were found to be working 17 or 18 hours a day in despicable conditions in some developing countries. Never educated, some of these children are beaten regularly, kept locked up day and night in sweatshops and tortured or even killed if they try to run away. Others are sexually abused by their owners or are sold to brothels.

Households in Haiti employ more than 100,000 restaveks — children of poor rural families sold or given to better-off families in the towns to work as domestic servants. The labor code of Haiti forbids the employment of children under 12 in domestic service but the law is not being enforced, the report found.

In Sri Lanka, child labor exists in domestic service and in the fishing industry. Small boys have been kidnapped to use as fishing camp laborers, where they have been forced to work up to 17 hours a day.

The government of Thailand, where child labor is widespread, has brought some prosecutions in recent years. But the response, according to the ILO's Committee of Experts, has been inadequate — ''limited in scope and lacking sanctions commensurate with the physical and moral harm done to the children.''

Forced labor has less to do with a nation's economic system than with tradition and personal greed, said Max Kern, the ILO attorney who wrote the report.

While traditional slavery continues in certain countries, modern forced labor — especially in agriculture — is a fact of life in Brazil and the Dominican Republic.

Forced labor is being used in Brazil on vast estates covering thousands of acres to clear forest land for pasture. And during harvest time, any Haitian native in the Dominican Republic, either a legal resident or one crossing the border in search of work, is at risk of being rounded up by the police or the military for forced labor on sugar plantations.

Traditional slavery is deeply ingrained in the culture and economy of Mauritania, even though the practice was abolished in the new constitution of that country, located at the southern edge of the Sahara Desert.

The practice of traditional slavery is growing in modern-day Sudan as a result of the nearly decade-long civil war. After losing all their land and having no other source of income, peasant families are selling their children into slavery. The main market is for boys between 7 and 12 years old, for whom traveling merchants pay about $70.

Debt bondage, a form of disguised slavery, entraps tens of millions of people in South Asia and Latin America. In addition to the original ''advance'' making that worker ''bonded'' to his debt, the employer generally pays very low wages, levies fines for unsatisfactory work and charges the worker for tools or accommodations. As a result the debt can never be repaid and often increases.

Although Pakistan passed a law in February 1992 that abolished the bonded labor system and discharged all bonded laborers from any obligation, an estimated 20 million people continue to work as bonded laborers in Pakistan.

India outlawed bonded labor in 1976, but a report noted by the ILO's Committee of Experts has alleged that several million children between the ages of 5 and 14 are in chronic bondage in agriculture.

A fact-finding committee ordered by the Supreme Court of India reported children between the ages of 6 and 9 working on carpet looms. Parents are given advances and the pittance the children receive offers no opportunity to pay off the debt.

Forced labor also is found in remote areas in Peru. Trade unions including the National Federation of Miners and the Metal Workers reveal workers are given an advance for a 90-day contract and then have to work long hours at very low wages to try to pay off the debt. At the end of the contract, employers are supposed to cover the cost of the workers' return trip home. But workers are usually left stranded.

Congress draws lines against child labor

Congressional efforts to deter child labor violations here and abroad won praise from the AFL-CIO, which pointed out that unscrupulous and greedy employers are robbing youngsters of their education and childhoods.

The Child Labor Deterrence Act of 1993 (H.R. 1397 and S. 16) and the Young American Workers Bill of Rights (H.R. 1106 and S. 86) were introduced in both the House and Senate to address the problem in the United States and around the world.

The Child Labor Deterrence Act of 1993, which would prohibit the importation of goods produced abroad with child labor, was introduced by Rep. George Brown (D-Calif.) and by Sen. Tom Harkin (D-Iowa).

The Young American Workers Bill of Rights would stiffen penalties against U.S. child labor violators and set new limits and add protections for teenagers who work. It was introduced by Rep. Tom Lantos (D-Calif.) and Sen. Howard Metzenbaum (D-Ohio).

''Instead of education as their primary focus, many children have become victims of employers eager to make a quick buck,'' the AFL-CIO said. ''Homework sweatshops are commonplace in the U.S. garment industry, and many U.S. employers hire teenagers for dangerous jobs with little or no training.''

The General Accounting Office reported that child labor violations increased by 286 percent between 1985 and 1990. But during the Reagan-Bush era, the Department of Labor disbanded the Child Labor Advisory Committee, cut the number and scope of sting operations among employers to check on child labor law compliance and reduced the number of compliance officers by 20 percent since 1990.

— Sharolyn A. Rosier

INSIDE

1 ***Safety committees on display April 28***
This Workers Memorial Day, April 28, workers and unions are spotlighting the benefits of joint labor-management safety committees, which are required in OSHA reform legislation.

2 ***Administration taps workplace panel***
Cabinet secretaries Robert Reich and Ron Brown name former Labor Secretary John Dunlop and nine others to the Commission on the Future of Worker-Management Relations.

3 ***Labor exploring health care options***
The AFL-CIO Committee on Health Care is reviewing structure and financing options as part of the Clinton administration's goal of comprehensive health care reform.

4 ***Unions seek balance in forest concerns***
Labor participants at a ''forest conference'' set for April 2 in Portland, Ore., will seek common ground in protecting jobs and the environment in the Pacific Northwest.

8 ***Hood workers gain community support***
Community and political leaders in Mississippi have joined some 400 workers at Hood Furniture Manufacturing Co. in their five-year struggle for justice and a fair contract.

9 ***Unions continue civil rights fight***
Participants at the AFL-CIO civil rights institute conference reaffirm labor's commitment to ''doing what is right'' and winning economic justice and equality for all citizens.

VOLUME 38, NUMBER 7
MARCH 29, 1993

AFL-CIO NEWS

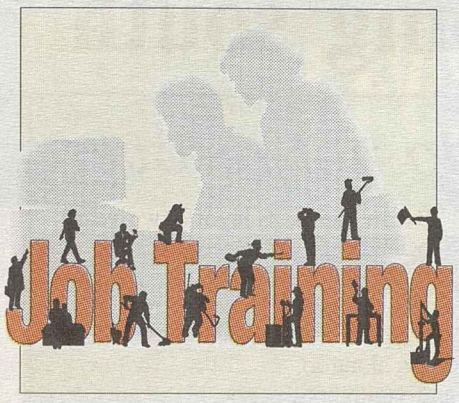
The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

3/29/93

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS



The promise of a "lifetime of learning" will require a significant change in policies. **See story, Pages 6-7.**

VOLUME 38, NUMBER 8 APRIL 12, 1993

Reich: Workplace Fairness good for country

By Michael Byrne

Banning "permanent replacements" for striking workers would boost U.S. productivity by improving the climate for labor-management relations, Labor Secretary Robert B. Reich told House and Senate subcommittee hearings.

Delivering President Clinton's ringing endorsement of H.R. 5 and S. 55, Reich said the Workplace Fairness legislation would "close the chapter on a period marked by hostility and distrust . . . and move to a new era in which we can really build a partnership between labor and management."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, also appearing before the two subcommittees, said "permanently replacing" — essentially firing — striking workers tends to undermine collective bargaining and "renders the peaceful and equitable resolution of labor disputes more difficult."

"It imposes costs not only to the workers involved, but to society as a whole," he said. "And it validates the view of the least enlightened employers that workers can be treated as disposable resources to be exploited for short-term profit and then discarded if they fail to respect unilateral employer control of their worklives."

Testimony by Donahue and Reich kicked off congressional action this year on Workplace Fairness, a major legislative goal of the AFL-CIO. The House is expected to again pass the measure, but prospects are uncertain in the Senate, where it was blocked last year by a Republican filibuster.

Reich and Donahue both cited studies showing the increased use of "permanent replacements" during the 1980s, which have led to longer and more bitter strikes. Indeed, Reich said, evidence suggests the increased threat of using these strikebreakers poisoned the collective bargaining process.

"Eastern Airlines, Greyhound, Pitts-

Continued on Page 4



Ronald Duffy

About 100 people, including Mississippi AFL-CIO President Neal Fowler, protest working conditions at Hood Furniture Manufacturing outside the plant gates in Jackson, Miss., on April 4, the 25th anniversary of the death of Martin Luther King Jr. Led by the Revs. Hosea Hinds and Jeff Stallworth, the crowd served notice that the community is energized to secure justice for the company's 400 workers. **See story, Page 5.**

Labor blasts quiet killing of trade aid

AFL-CIO President Lane Kirkland expressed dismay to the Clinton administration that the budget resolution passed by Congress "effectively killed off" Trade Adjustment Assistance.

The TAA program has assisted thousands of workers displaced because of economic factors relating to trade. "The risk that the North American Free Trade Agreement may be implemented underscores the urgency of extending and improving TAA," Kirkland noted.

Kirkland's April 7 protest referred to the 12 years of struggle during which workers and their unions "successfully maintained TAA as an entitlement in the face of repeated attempts by Republican administrations to eliminate it."

Kirkland wrote to Leon Panetta, director of the Office of Management and Budget, Secretary of Labor Robert B. Reich and Special Trade Representative Mickey Kantor.

Acknowledging the administration's priority on training, Kirkland said he was "heartened by the substantial increase in funding for dislocated worker programs proposed by President Clinton's economic plan."

But "this increase should not come at the expense of abolishing TAA as a distinct entitlement which reflects the federal government's 31-year-old special commitment to help trade-injured workers." By their action, the conferees took out $697 million TAA entitlement funding from the budget "baseline" through 1997.

Kirkland noted that future funding is eliminated by the current budget resolution. As a result, "all spending for dislocated worker assistance after July 1994 will be discretionary rather than an entitlement, and must therefore be appropriated every year."

"Reverse course and support the permanent extension of TAA," he urged.

Deadly record clear: OSHA needs reform

By Sharolyn A. Rosier

Harassing a wild burro could get you a year in prison. But an employer who willfully violates safety laws resulting in the death of a worker faces only six months in jail.

In the past 10 years, only one person has gone to jail for willful violations that killed a worker — and then for only 45 days. Only 22 people have been convicted in the 22-year history of the Occupational Safety and Health Act.

That record is one of the reasons workers and their unions have pressed so hard for OSHA reform, which is the focus of this year's Workers Memorial Day, April 28. Reform legislation now in Congress (H.R. 1208 and S. 575) would give workers some legal redress as well as require measures to ensure safer workplaces.

FIGHT For The Living
Workers Memorial Day, April 28

Wide variety of events planned across the country - Page 8

Trade unionists around the country will observe the day with moments of silence to honor those killed or injured on the job, candlelight vigils, rallies and other demonstrations. Some have extended invitations to members of Congress to view exemplary safety programs in their workplaces in the ongoing "Fight for the Living," the theme for Workers Memorial Day.

In Buffalo, N.Y., unionists will dedicate a permanent memorial to fallen workers while celebrating their own union-operated Occupational Safety and Health Clinic, which is supported by the state of New York. As Buffalo AFL-CIO President George Wessel observes, "we have to help in some way to prevent the senseless carnage and injuries because recourse from OSHA is minimal."

"Of all the names outlined in the obituary section, these casualties are the most devastating because they could have been avoided with adequate safety and health laws," he said.

Indeed, the case for reform could

Continued on Page 8

U.S. not keeping tabs on jobs going south

By John R. Oravec

Hundreds of U.S. plants have shut down and moved to Mexico, abandoning many thousands of American workers. But comprehensive federal data on the losses are sorely lacking, a Senate oversight subcommittee found.

The plant relocation and jobs data are essential to Congress in its deliberation over whether to condone the implementation of the North American Free Trade Agreement as put together by Bush administration negotiators.

But according to testimony at subcommittee hearings of the Senate Governmental Affairs Committee, no federal agency knows for sure how many U.S. plants moved across the border. Nor is any federal branch able to give a ballpark figure on the number of jobs lost by the shutdowns.

''No comprehensive federal data are regularly published on how many plants have relocated to Mexico, where the plants have relocated from, what industries they are in and how many jobs have been lost,'' the Congressional Research Service said in a report to the subcommittee on the potential impact of NAFTA.

Although members of Congress had sought the data through mandated regulations during the Reagan and Bush administrations, CRS noted that statistics emanating from the Departments of Labor and Commerce are woefully inadequate.

With an air of skepticism, Subcommittee Chairman Carl Levin (D-Mich.) said, ''We have been told not to worry about potential job loss from this treaty; that the net effect will be to boost the economies of the three nations as Mexico becomes a market for our goods and services.''

Despite the lack of solid data, the International Trade Commission under the Bush administration had contended that NAFTA actually would generate jobs. The ITC predictions were widely challenged by congressional and labor study groups. Union and private economists estimate that more than 500,000 American workers already have lost jobs to the runaway plants.

Concerns about the destructive consequences of the trade agreement are being reinforced by workers, community leaders and elected officials throughout the country.

In California last week, 2,500 delegates to the state Democratic Party convention adopted a labor-sponsored resolution calling on Congress to dump the flawed agreement. It said that Congress should reject NAFTA ''unless negotiations create a new agreement which will protect the economic and environmental security of California, while promoting social justice and economic development on both sides of the border.''

On April 3, hundreds of U.S. and Canadian union members from Montana, Idaho, Alberta and British Columbia joined in a ''hands across the border'' rally in calling on federal leaders in Ottawa and Washington to redress the treaty.

On May 1, a Wisconsin delegation of workers, union representatives and community leaders will travel to Juarez, Mexico, to see first-hand where thousands of jobs have gone.

The excursion, sponsored by the state labor federation and AFL-CIO Region I, will meet with Mexican workers and tour the Juarez maquiladora industrial complexes. Among the more than 200 major U.S. corporations that have set up shop in Mexico are more than 15 Wisconsin firms.

With Mexico's minimum wage rate of 68 cents an hour, the attraction for runaway plants is a combination of factory pay that is about one-tenth of the U.S. scale and weak regulatory enforcement.

To take advantage of low wages and weak environmental enforcement in Mexico, a number of American firms have set up ''phantom'' production operations across the border, Tom Fairfax, a former maquiladora broker and shelter plant operator told the subcommittee.

Broker operations are companies created primarily to promote plant relocation to Mexico, Fairfax said. Shelter plant operators go beyond brokers by leasing a plant, hiring workers and managing day-to-day operations on behalf of the runaway U.S. firm.

Even with training, workers do not recover

After 22 years on the assembly line at a Dowagiac, Mich., manufacturing plant, Scarlet Bachmann's job was shipped to Mexico.

But Bachmann feels she's one of the more fortunate workers among 1,100 UAW members whose jobs were eliminated in January 1991 when Sundstrand/Modine Manufacturing Co. ''downsized'' its Michigan production operations for the move to Mexico.

Bachmann is a 48-year-old grandmother who landed a job at a local hospital with starting pay of $5.88 an hour, half of what she was earning at the manufacturing plant. She got the job after four terms of ''retraining'' in a college where she made the dean's list.

Testifying at a Senate oversight subcommittee hearing on the impact of the North American Free Trade Agreement, Bachmann said many of the fired workers were unable to get other jobs.

''Even some of those who attended trade school could not find jobs. And those who did, work for the minimum wage,'' she testified. ''My best friend at the age of 58 is forced to work two jobs at minimum wage to survive.''

Bachmann's husband also was laid off by Modine. He has since found another job. It pays $5 an hour, a little more than the minimum wage.

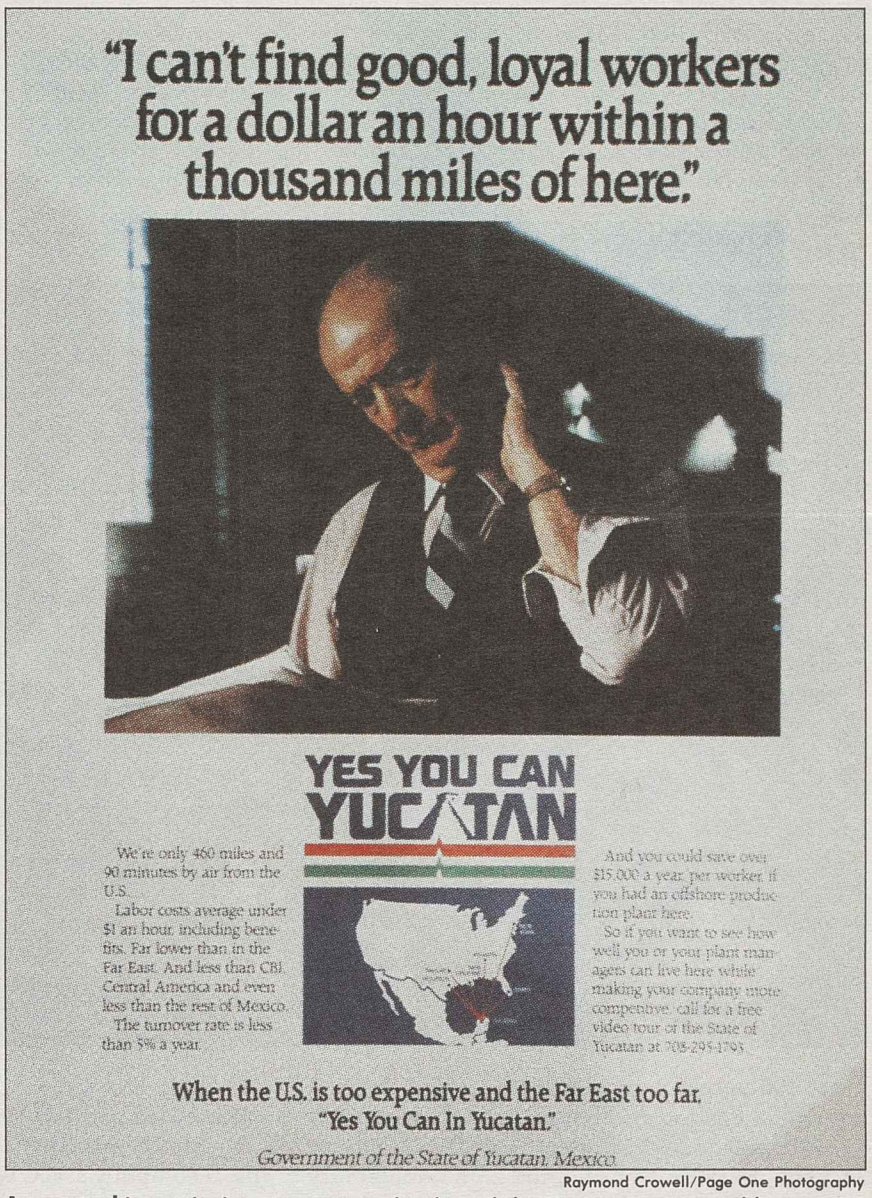
In 1968, the heat transfer equipment manufacturer employed 1,200 workers in Dowagiac. Now only about 80 workers remain.

Before the mass layoffs two years ago, management asked the workers to help crate the plant's equipment and load the trucks bound for Mexico. Some workers were even asked to go along to install the machinery and equipment at the Mexican maquiladora plant.

''Even when the Mexico plant faltered and fell behind in orders, they called on the Dowagiac factory people to help get the production out so orders would not be lost,'' Bachmann testified.

''Hoping we could prove that we were still needed and maybe Mexico would fail, our dedication to our lifetime job prevailed. But we only prolonged our devastation.''

— John R. Oravec



Raymond Crowell/Page One Photography

A recent ad by a shelter operator, displayed during congressional hearings, tells U.S. businessmen they can hire workers in the Mexican state of Yucatan for less than a dollar an hour.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 8 — MONDAY, APRIL 12, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

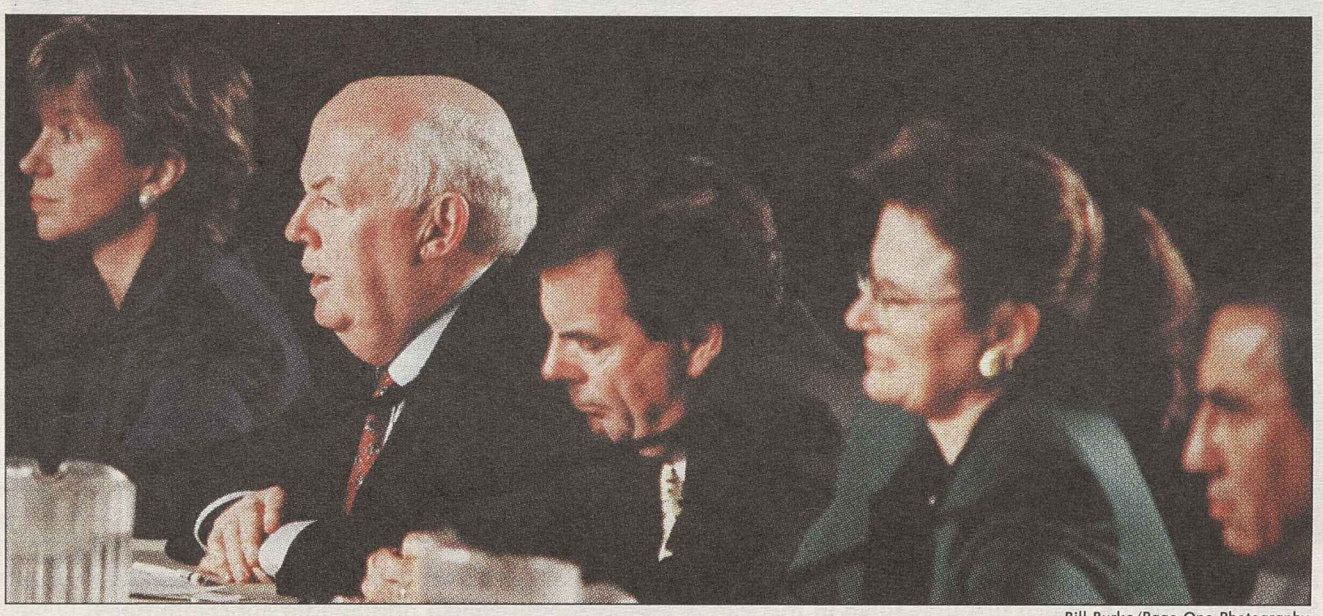
Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

LEGISLATION



Bill Burke/Page One Photography

Testifying at the health care task force hearing are AFL-CIO Employee Benefits Director Karen Ignagni; Service Employees President John J. Sweeney; AFSCME President Gerald W. McEntee; Teamsters International Representative Cindy Zehnder; and Building and Construction Trades Department President Robert A. Georgine.

Labor weighs in on health care

By Colleen M. O'Neill

The Clinton administration is studying several successful programs used by union members as it moves closer to introducing a comprehensive reform plan.

The White House has confirmed that the reform plan slated to be unveiled May 3 has been delayed until May 17. The task force has indicated that it will embrace some form of managed competition.

Current such systems with union connections under study by the task force include the Federal Employees Health Benefits Plan, the Clothing and Textile Workers plan with Xerox and the California Public Employees Retirement System (CalPERS), which serves 887,000 state and local government workers, family members and retirees.

The members of the AFL-CIO health care staff committee met with chief White House domestic policy adviser Ira Magaziner April 8, following up March meetings with Magaziner and first lady Hillary Rodham Clinton, chair of the White House Task Force on Health Care Reform.

In addition to private meetings, trade unionists have taken advantage of several opportunities for public testimony on national health care reform.

AFL-CIO Health Care Committee Chairman John J. Sweeney, president of the Service Employees, Building and Construction Trades President Robert A. Georgine, AFSCME President Gerald W. McEntee, Teamsters International Representative Cindy Zehnder, UAW Legislative Director Alan Reuther and AFL-CIO Employee Benefits Director Karen Ignagni made up the labor panel at the first meeting of the White House task force in Washington March 29.

SEIU recently undertook a study of the CalPERS health benefit plan for public employees in California, with the results presented to Magaziner in March.

The chief architect of managed competition, Alain Enthoven, touts CalPERS as a working model of the theory and "evidence that managed competition works." What SEIU found is evidence that the system works —but that it's not pure managed competition.

"The CalPERS experience, according to our analysis, does not offer evidence that a competitive model of health care will bring down costs in the absence of other cost constraints," SEIU said. "The CalPERS experience does not validate the cost-containment theories of managed competition purists so much as the German model of budget targets and regional negotiations between large purchasing funds and provider groups."

The AFL-CIO has called for a unified purchasing and delivery system organized on a regional basis with full choice among approved plans and competition based on service and performance. In the language of the current health care discussion, that means "managed competition plus a global budget."

The CalPERS plan in its current form is close to that, as it encompasses a budget and keeps the purchasers in control.

CalPERS was a great experiment in managed competition in the 1980s, SEIU found, but until 1992 it relied on market forces to hold down costs — "and the results were not encouraging," the union said. In fact, tough negotiations over premium increases — a form of rate control —was needed to rein in costs.

The study also showed that giving consumer representatives a major role — as called for by the AFL-CIO — is crucial to holding down costs.

Clinton jobs package held hostage in Senate

By Mike Hall

Senate Republicans turned their backs on millions of unemployed workers, filibustering an economic stimulus package that would directly create more than 200,000 new jobs.

All 43 Senate Republicans and one Democrat refused to end the delaying tactics and allow the bill to come to a vote. After three cloture votes failed to end the filibuster, the Senate adjourned April 6 for its Easter recess. Debate on the bill will resume April 19 or 20.

The Democrats hold a 57-43 advantage in the Senate, but under that body's rules, 60 votes are required to break a filibuster.

Following the third failed cloture vote, President Clinton criticized the Senate Republicans for engaging in "a blatant political power play . . . and just more gridlock."

"In a time when no new jobs are being created . . . it means for political purposes they are willing to deny jobs. It's just real sad," Clinton said.

AFL-CIO President Lane Kirkland, commenting on Labor Department figures showing March unemployment stuck at 7 percent, said, "The country desperately needs the jobs this package would provide. It's time to end the gridlock and get on with the task of helping the unemployed." (**See story, Page 10**).

The bill calls for $16.3 billion in new appropriations and $3.2 billion from the highway and other trust funds to create more than 200,000 jobs in highway, mass transit, school, housing, health, nutrition and economic development programs, including a summer jobs program for young Americans.

While the Senate stalled on the stimulus package, it did move forward on another portion of Clinton's economic plan April 1 when it approved the fiscal 1994 budget resolution conference report by a 55-45 margin. The House had approved the report on March 31 by a 240-184 margin.

With the approval of the budget resolution conference report, the framework of Clinton's economic program is in place. The resolution, which calls for spending $1.5 trillion in fiscal 1994, serves as a blueprint for spending and taxes for the fiscal year. Later this year, the budget reconciliation bill and the 13 various appropriations bills will set those changes into law.

The resolution also outlines the president's deficit reduction plan for the next five years, calling for the elimination of some $496 billion in deficits with spending cuts and tax increases.

"In so complex and comprehensive a plan, there are certainly aspects that cause us pain, in particular the unfair burden placed on federal workers," AFL-CIO Legislative Director Robert M. McGlotten said. He added that the AFL-CIO will work to ease that burden during the rest of the budget process, which could go into the summer.

Capitol Digest

The AFL-CIO threw its support behind legislation to prevent the Employee Retirement Income Security Act (ERISA) from pre-empting state laws covering prevailing wages and apprenticeship training.

H.R. 1036, introduced by Rep. Howard L. Berman (D-Calif.), is identical to a House bill that passed last session only to die in the Senate. The Clinton administration has indicated it supports the bill.

Recent court decisions have misinterpreted the ERISA, AFL-CIO Vice President Robert A. Georgine told the House Education and Labor subcommittee on labor/management relations.

ERISA was designed to set standards for employee benefit plans such as pension and health and welfare and ensure regulation only by the federal government, Georgine said. "There is no indication that Congress intended to prevent a state from setting the terms and conditions under which it will procure goods, services or other work," he added.

One court decision held that ERISA pre-empted a California regulation requiring employers on public works projects to meet state standards on training and employment of apprentices. Another court upheld ERISA preemption of a New York prevailing wage law on public construction projects.

The effect of the New York ruling, Georgine said, "is to allow non-local and non-union contractors to pay their employees a total compensation package of up to 30 percent below the prevailing rate."

Elsewhere on Capitol Hill:

FOREIGN AFFAIRS — The AFL-CIO outlined a broad program for promoting democracy around the world in testimony before the House Foreign Affairs Committee. Along with endorsing the Clinton administration's "staunch support" of Russian President Boris Yeltsin, "the main aim of U.S. foreign policy should be the strengthening and promotion of democracy and the enhancement of worker rights and human rights abroad," said Adrian Karatnycky, assistant to AFL-CIO President Lane Kirkland.

Karatnycky called for the restructuring of the U.S. Agency for International Development and strengthening the National Endowment for Democracy. He said the federation objected to curtailing the broadcasts of Radio Free Europe and Radio Liberty and called for "sweeping reform" of Voice of America.

EDUCATION/LEGAL BENEFITS — Bills to permanently extend the employee tax exemption for employer-provided group legal services (H.R. 326) and educational assistance (H.R. 127) recently were introduced in the House.

"Each of these benefits is of great assistance to working men and women," said AFL-CIO Legislative Director Robert M. McGlotten.

Donahue, Reich rebut foes of Workplace Fairness

Continued from Page 1

ton, Caterpillar — employees remember these even if they're not in these firms,'' he said. ''The threat to replace striking workers permanently deters employee voice. It deters the process of collective bargaining, which is at the heart of any partnership.''

Responding to questions by opponents of the legislation, Reich painstakingly explained how ''permanent replacements'' have chilled labor-management relations.

''If you look at the history of labor-management relations from the time of the Wagner Act right through to the 1980s, you see that we developed a system, a social compact, in which labor and management did negotiate. . . a system in which employees did have a voice, and that voice was respected,'' Reich told Sen. Strom Thurmond (R-S.C.).

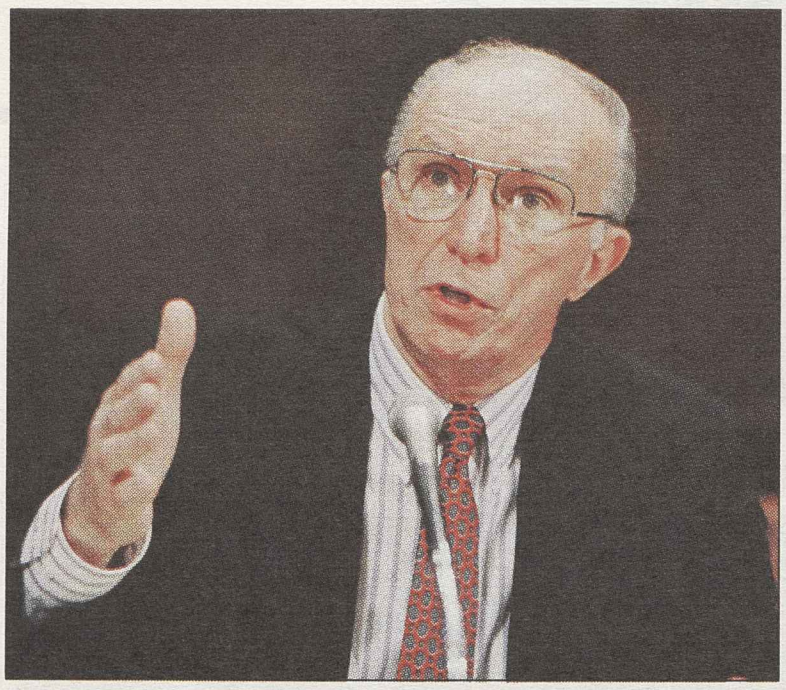
''During the 1980s, a lot of that disintegrated,'' he continued, ''because of a few bad apples using the striker replacement to coerce, intimidate and sometimes actually to replace striking workers permanently. That has poisoned the well. That has changed the climate and relationship between labor and management.''

In a similar vein, Donahue rejected the claim that ''permanent replacements aren't used very often'' by noting that the Iraqis had relatively few Scud missiles during the 1991 Persian Gulf war, but that didn't mean they weren't a problem for Israeli citizens.

Reich also disputed opponents' claims that the legislation would tilt the balance in favor of striking workers by limiting the ability of employers to operate during a strike, citing two reasons.

''One, the legislation still permits employers to use many techniques, such as the lockout, such as using managers, such as building up inventories, such as using temporary replacements,'' he said.

''Not only does management have a lot of levers, but don't forget: Employees don't want to strike. The strike is a last resort. Employees suffer as a result of strikes — they are putting their jobs and their livelihoods on the line.''





Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue and Labor Secretary Robert B. Reich fire first salvo in this year's Workplace Fairness battle during testimony March 30 before both House and Senate subcommittees.

''No right to strike''

Donahue agreed, but declared, ''There is no right to strike. I just can't accept the idea that we have an unfettered right to strike, which is at the core of the collective bargaining system. It's what brings reality to conversation. And I can't have that right to strike while the employer can fire me.''

He pointed out that some employers, such as the New York Daily News, have attempted to force strikes, making elaborate and expensive preparations and even hiring ''permanent replacements'' while negotiations were going on.

Donahue deflected the suggestion by Sen. James M. Jeffords (R-Vt.) that the issue should wait until Clinton proposes comprehensive health care reform, since the issue of health benefits has become a major issue in strikes during the past decade.

''By that measure, one has also to note there's a fair number of strikes that are caused by the general economic downturn in the nation. I would submit, by that same logic, we would postpone consideration of this legislation until the economy was thriving.

''I suspect you could cite five or six other things that are wrong in the nation's life and that the Congress hopes to address, and we could wait for each of them to have its impact,'' Donahue said. ''But meantime, the collective bargaining process is being destroyed by the employer use of this weapon.''

Reich also dismissed the notion that Workplace Fairness should wait to be addressed by the Commission on the Future of Worker-Management Relations, appointed March 24 by Reich and Secretary of Commerce Ron Brown. The panel was given a year to recommend ways to improve labor-management relations.

''This is not a new issue,'' he insisted. ''We don't need a commission. The secretary of commerce and I, along with the president, are clear on this point and the president is also clear on this point. The president supports this legislation.''

Donahue said the debate ''is about two colliding visions of the role of workers in society.'' One is of a workplace where managers have total control while workers are seen as disposable commodities. The other vision is a workplace where ''workers are valued (and) management understands the importance of investing in their well being and productivity.''

''That's the vision that was the foundation of the National Labor Relations Act in the 1930s. . . and it's the basis of the Workplace Fairness Act.''

Story of Hope: Strikebreaker use 'defies justice, morality'

A minister and a local union president told a Senate subcommittee about the death of hope for some workers in Hope, Ark., President Clinton's hometown.

The story, said the Rev. Bryan G. Fulwider, is ''about people who have been destroyed by having their jobs taken from them in the midst of a legal strike — a strike not over higher wages, but rather a strike that began as negotiations broke down around the issue of lessened health care coverage.''

Fulwider, president of the Arkansas chapter of the National Religious Committee for Workplace Fairness, urged Congress to pass legislation to ban ''permanent replacements'' for striking workers ''not as a matter of personal preference, (but) as a matter of human justice and moral responsibility.''

Juanita Landmesser, president of UAW Local 1091, described how the company, Champion Parts Rebuilders, tried to force the workers to pay a higher deductible and co-pay, and to accept a yearly maximum of $35,000 for medical expenses, down from $250,000. The workers were earning an average of $6 an hour and had received wage increases totaling only 60 cents per hour over the previous five years.

''Our members did not want to strike,'' she said. ''We offered to take cuts in our health insurance. But we felt we could not survive with such a low yearly maximum. . . because of the large numbers of serious illnesses among the workers.''



Bill Burke/Page One Photography

Juanita Landmesser describes how Champion Parts Rebuilders "permanently replaced" its workers in Hope, Ark. The Rev. Bryan G. Fulwider, an Arkansas minister, also testified for Workplace Fairness.

Landmesser explained how rebuilding auto parts is ''hot, dirty, fast and heavy. For years, I was responsible for cleaning auto parts using trichlogethylene, a cancer-causing agent. I then moved those parts from the cleaning area to the line, using a hand truck to pack up by myself 50-gallon barrels full of generator, alternator and starter parts.''

Fulwider recalled one worker in her late 40s who felt she couldn't afford to take off when the company cut back the health benefits. She had a heart attack working with the pneumonia she didn't know she had.

''The new policy only covered $35,000 on major medical,'' he said. ''She was stuck with nearly $50,000 in medical bills. She was making about $6 an hour as a single mother with a child in college before she was permanently replaced.''

When the 300 workers struck in September 1991, five months after the contract had expired, they were immediately replaced with ''permanent'' strikebreakers, as the company had threatened to do all during the negotiations. ''Eighteen months later, there are about 250 of us still walking the picket line outside the Champion plant,'' Landmesser said.

What has happened to the striking workers?

''Some of us are working in service jobs. Very few of us are working full time. We are all feeling the stress and anxiety of not working. Parents have separated and divorced. In one case, a husband was left to care for his six children without utilities in his home because they were cut off when he could not pay his monthly bills.

''Workers in Hope, Arkansas, are no different from workers in other part of the country who lose their jobs,'' Landmesser continued. ''We have lost a sense of self-worth; we cannot take care of our families; and we don't know what kind of future there will be for us or our families.''

— Michael Byrne

Community demands justice for Hood workers

By James B. Parks
Jackson, Miss.

The message, delivered from the podium and the pulpit on April 4, the 25th anniversary of Dr. Martin Luther King's death, was loud and clear.

The struggle for justice by workers at Hood Furniture Manufacturing is a human rights issue that has galvanized the community.

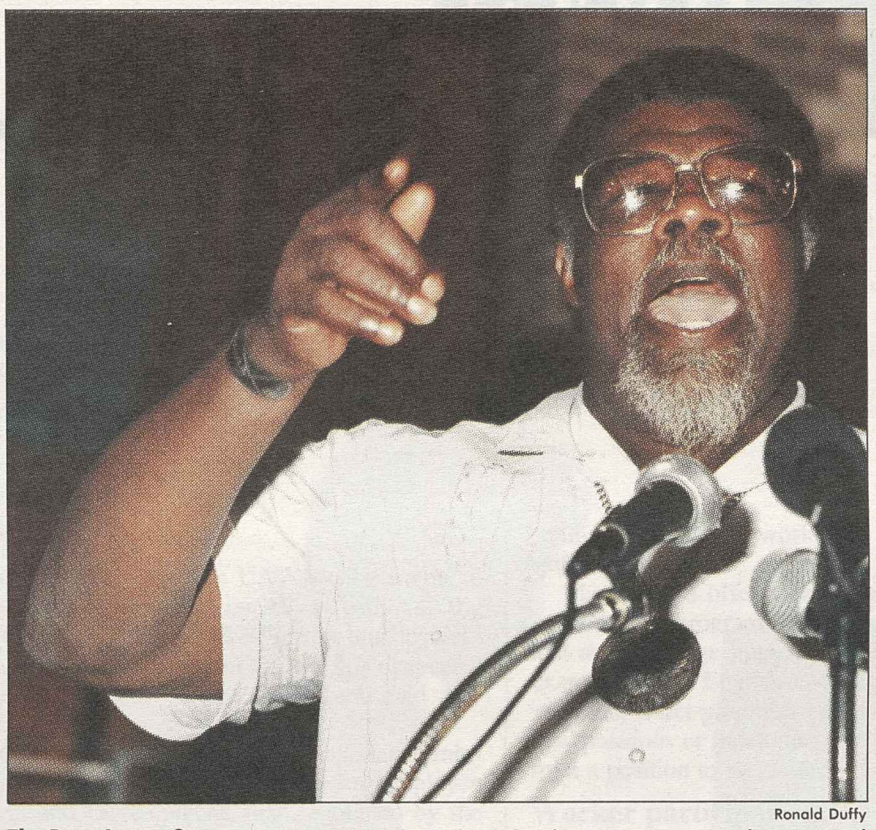
The rally called by the Religious Coalition for Justice, an interracial group of Jackson ministers, came as workers rejected what the company called its "best and last offer." That offer included a 35-cent raise in the first year of a three-year contract with no additional increases and no pension benefits or dues checkoff.

The union wants to continue negotiations, said Aletha Johnson, international representative of the Electronic Workers, which won a representation election four years ago. The company has only recently begun to bargain as community support for the workers has congealed.

Chanting "Take the hood off of Hood," about 100 people protested and prayed in front of the plant gates, calling on the company's owners — one of the wealthiest families in the state — to negotiate a fair contract with the workers, 95 percent of whom are African-Americans.

"Hood workers are in the same shape as the sanitation workers in Memphis 25 years ago that Martin Luther King died trying to help," said Rev. James Orange, organizing coordinator for the AFL-CIO Industrial Union Department at a rally for about 300 at a local church.

"They are asking for the same thing, a livable wage," he said. "It's no accident that Hood workers are just as broke the day after they get paid as they were the day before they got paid."



Ronald Duffy

The Rev. James Orange exhorts Hood workers and supporters to take a stand for justice during a rally at a Jackson, Miss., church.

Orange, an aide to King who was present when he died, said King's dream for America did not include one in which "business, politicians and educators would let Hood Furniture sit by for four years and let people suffer."

"We must take a stand," Orange said. "If Hood workers get a contract, everyone profits."

Willie Rudd, president of the IUE furniture workers division, agreed. "Civil rights without economic rights are no good," he told the crowd. "Until the workers at Hood and exploited workers everywhere have overcome, none of us has overcome," he said.

"This plant was opened with $3.5 million of taxpayers' money," Rudd said. "Now taxpayers subsidize workers who have to use food stamps to feed their families. Hood thinks it's above the law, but that day will end. We're going to get justice at Hood because we are right."

The religious coalition has written the Hoods calling for a contract. The family, which is prominent in the Presbyterian Church, has not yet responded.

Twelve years of Reagan-Bush anti-union policies gave "an umbrella to stand under" to companies like Hood, "who don't want organized labor to thrive," said Mississippi NAACP President Aaron Henry. "That's the reason nothing was done" to negotiate a fair contract, he said.

State labor leaders also proclaimed their solidarity with the Hood workers. "The workers only want what everybody else wants — jobs with dignity and fairness," Mississippi State AFL-CIO President Neal Fowler told reporters before the rally.

Calling King a "staunch friend of the labor movement," Tom Knight, president emeritus of the state AFL-CIO, told the rally that it is a "shame" that 25 years after his death, "we find ourselves regressing. Mississippi is reverting to a plantation mentality. You can see it; you can feel it."

Unity among labor and the churches is the one thing that can stop this regression, Knight said.

The National Labor Relations Board is expected to issue complaints of unfair labor practices against Hood, including failure to bargain in good faith, intimidation and harassment of workers. The workers voted in 1989 to be represented by the IUE, and the NLRB dismissed company challenges and certified the election in 1991.

Many of the employees don't make enough to feed their families even after a full workweek. Some workers with as much as 10 years' service make only $4.50 to $5.50 per hour, and they are charged $28 per week for health care, with a $300 deductible. That forces many of them to go without insurance.

But solidarity among the workers remains high. More than 80 percent of the 400 employees have joined the union, Johnson said.

Diamond Walnut striker: Deadly toxin threatens workers

Accidents relating to the deadly toxin methyl bromide are common at the Diamond Walnut processing plant in Stockton, Calif., a former production line supervisor testified April 2 before an Environmental Protection Agency panel.

Cynthia Zavala, a 24-year employee who was among more than 500 Teamsters "permanently replaced" by the company in 1991, urged the EPA to reconsider its decision to postpone the phase-out of the chemical, which the agency acknowledges is dangerous to workers and the environment.

Diamond Walnut's use of methyl bromide to fumigate walnuts has provoked a number of environmental groups — including Friends of the Earth, Greenpeace and the National Toxics Campaign Fund — to endorse the AFL-CIO's national boycott of the company.

More than 500 members of the Teamsters were "permanently replaced" after they walked out in September 1991, when Diamond Walnut demanded significant wage and benefit concessions. The union has been working with a number of labor, consumer and religious allies here and abroad in exposing the company's anti-worker policies.

The environmental alert was raised by Zavala because the EPA, which lists methyl bromide as a class I ozone depleter and subject to phasing out under the law, said it would delay the phase-out because of what it says is a lack of viable alternatives.

The chemical also has been classified as a category I acute toxin, which can cause nerve and brain damage to workers exposed to it. Zavala testified that workers at the plant often complained of nausea, tiredness, burning rashes and tingling in their hands and feet — symptoms that could result from exposure to methyl bromide.



"When you are deciding whether to go easy on companies that use methyl bromide, remember us, the workers. We need your help, too."

— Cynthia Zavala, testifying before EPA

"I know that you are mostly concerned about methyl bromide's impact on the ozone," Zavala said. "But when you are deciding whether to go easy on companies that use methyl bromide, remember us, the workers. We need your help, too."

She said the company uses more than 50,000 pounds of the chemical per year and "accidents are bound to happen." One time, she said, a lift driver was blown off the lift by an explosion in the fumigation tanks.

Zavala also testified before a Senate subcommittee hearing on legislation to ban "permanent replacements" for striking workers and reported to the AFL-CIO Industrial Union Department's legislative conference that the stress of the strike is taking its toll on workers.

Some strikers are undergoing several hardships, including losing their homes, but they are determined to stay the course, Zavala said. She praised organized labor's solidarity and called on all unions to join her and her fellow workers in their struggle.

In testimony before the Senate Labor and Human Resources labor subcommittee, Zavala said, "It was so hard. We knew they were getting ready to replace us. We would go home sometimes at the end of the day and cry because they were forcing us to train the people who were going to take away our jobs."

The workers had accepted a 30 percent to 40 percent wage cut in 1985 to save the company from bankruptcy and the union was trying to catch up in 1991, said Alex Ybarrolaza, boycott coordinator for IBT Local 601. Instead, the company demanded new concessions.

During that six-year period, the company grew into a Fortune 500 multinational. While company profits rose dramatically, workers lost almost 600 jobs.

Community, religious, civic, labor, agricultural and consumer groups — concerned by Diamond's unfair treatment of its predominantly female and minority work force — have urged the company to rehire the workers and negotiate a fair contract.

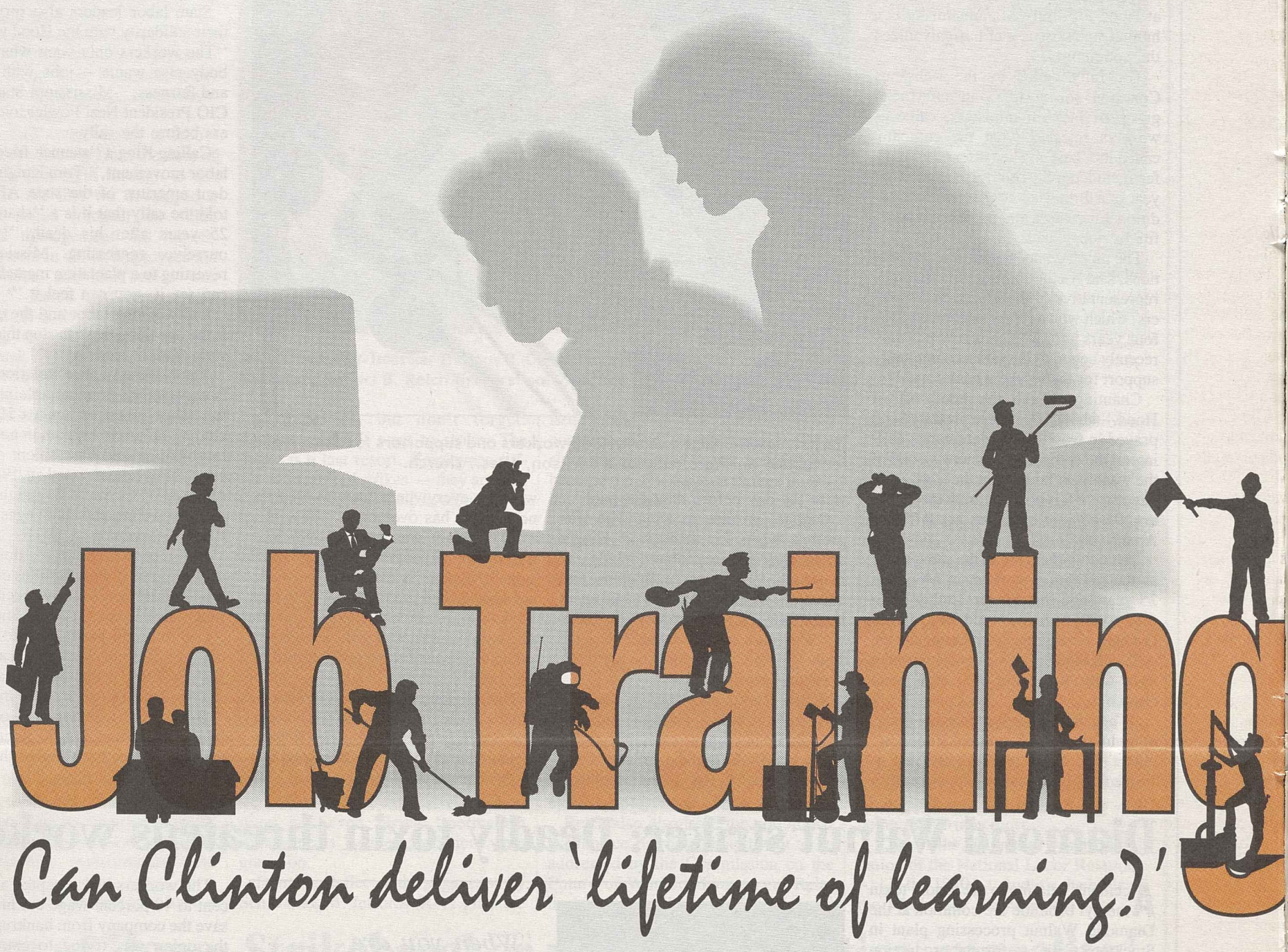
The Teamster members at Diamond Walnut are 70 percent female, 50 percent Hispanic, 15 percent black and 15 percent Indian or Pakistani. Some 40 percent are single mothers. When they struck, they were "permanently replaced" by a group of predominantly young white men.

"We need our government to help us," Zavala testified. "If the law says we have the right to strike without being punished, then how can Diamond Walnut get away with replacing us?"

Zavala noted that the U.S. Agriculture Department has spent millions of dollars in subsidies to help Diamond and other walnut companies sell their products in Europe, where Diamond now sells 40 percent of its walnuts. Strikers have traveled across the United States and Europe to tell their story and gain support.

— James B. Parks

FOCUS



Can Clinton deliver 'lifetime of learning?'

By Candice Johnson

A lifetime of learning and the opportunity to master new skills can be the ticket to economic security for workers. That's an operating assumption for organized labor now gaining prominence as a credo of the new Clinton administration.

But a lack of employer emphasis on training, coupled with traditional government reticence to get involved, has left the United States lagging far behind its competitors in preparing its citizens for the workplace of the future, studies show.

Labor Secretary Robert Reich has placed worker training and education among the administration's top goals. Reich, along with Education Secretary Richard Riley, is pressing for a school-to-work transition system that can guide students toward technical training while they are in secondary school.

This program would be part of what Reich has called a system of lifelong learning, with workers continuing their educations on the job.

Unions have stressed that successful apprenticeship programs in the building trades, manufacturing and metal trades in the United States can serve as models for new programs and initiatives.

The training deficit

By many measures, the United States is trailing its industrial counterparts in improving workers' skills and meeting employers' needs.

While training varies among industrial nations, "one thing is clear: everybody does a better job than we do," says economist Lisa M. Lynch in "Strategies for Workplace Training," a report released by the Economic Policy Institute.

Lynch, who compared U.S. training with Europe and Japan, recommended incentives and tax credits for firms that make a substantial investment in training "because physical capital investment should be supplemented with human capital investment."

She also urged that training be emphasized "for workers now unlikely to receive it: women, minorities and front-line workers."

The key question is not how much money is being spent, "but who's getting the training and how effective" it is, Lynch said.

"Other nations spend more hours training new workers, do a better job upgrading skills of workers in jobs and have to spend far less money on 'remedial' training for workers who lack basic skills," she said.

There is not much difference in college completion rates between the United States and other countries, she said, but "there is a big difference in outcome for those who don't finish college."

In the United States, just 4 percent of non-university graduates receive any kind of training at all. While only 30 percent of U.S. workers have college degrees, most job training is focused on white-collar, college-educated managers. By contrast, Japanese and German training systems center on building workers' shop floor and computer skills.

Just 3 percent of young men and less than 1 percent of young women in the United States enter apprenticeship programs, compared to nearly three-fourths of young people in Germany, the report found. Only 30 percent of U.S. youth are enrolled in any type of vocational education, while 70 percent of young persons are reached by German programs combining on-the-job work and off-site classroom training.

In the United States, "there is no real incentive for young people to become engaged in learning and the school system if they're not going on to college," Lynch said. Yet there is growing opportunity for apprenticeship outside traditional areas, she said, noting that other nations have established "service-sector apprenticeships in finance, banking and other white-collar professions."

Government involvement

The U.S., Australian and Japanese governments invest very little money on worker training while a much greater amount is spent by such countries as Sweden, France, Canada and Germany. But with the exception of the United States, countries that do not have government training programs levy taxes on employers with those funds earmarked for worker education.

Germany, for example, employs a system of training and apprenticeships developed through cooperation by employers, government and unions. In Japan, there are almost no apprenticeships, but firm-provided training is extensive. Japanese employees

'Even European employees working in American-owned plants in Europe receive 20 percent more training than their American counterparts."

— Report by Office of Technology Assessment

who leave just after receiving job training are penalized with lower earnings.

France uses a combination system. Employers and unions negotiate over the content of some training initiatives and an assessment is used against firms that don't spend at least 1.2 percent of the total wage bill on training. In Australia, firms that spend less than 2 percent of payroll on training are taxed for a training fund.

The Clinton administration's goal is to get employers to devote at least 1.5 percent of their payrolls to training, Reich told reporters at the February AFL-CIO Executive Council meeting, noting that two-thirds of the money spent by U.S. businesses on training goes to managers.

"At this time, I am not convinced that a mandate is appropriate, but there may be a need for a mandate if in fact it turns out that American business doesn't want to train its front-line workers," he said.

More for managers

While the "Big Three" U.S. automakers, for example, spend more to train supervisors than their competitors in Japan and Europe, they spend less than half what their competitors spend to train front-line workers, according to a study by John Krafcik for the Office of Technology Assessment.

Japanese workers receive 3.3 times as much training, Mexican workers 2.4 times as much and workers at Japanese transplants — firms doing business in the United States — 2.3 times as much training as U.S. auto workers.

"Even European employees working in American-owned plants in Europe receive 20 percent more training than their American counterparts," Krafcik noted.

A U.S. auto worker can expect to receive perhaps 48 hours of training in the first year on the job. A counterpart at a Japanese-owned plant in the United States would receive 280 hours, while first-year workers at an auto plant in Japan likely would receive 310 hours of training.

While the United States retains an edge in productivity among industrial countries, that gap is closing. Job training has been shown to have a significant effect on plant performance, producing higher levels of vehicle quality and is associated with high levels of productivity, the report found.

The survey also noted that Japanese auto plants in the United States "have a slight quality edge over their sister plants in Japan," sending the message that "given the proper tools, such as a good product design and enlightened management policies — such as appropriate training, an American work force can deliver top quality goods."

Bargaining successes

Despite this record, the UAW has been able to negotiate some training initiatives with the Big Three, providing for worker education and development, apprenticeship and assistance for dislocated workers seeking to upgrade skills and find new work.

Other unions have successfully negotiated training programs, such as the Alliance for Employee Growth and Development, first negotiated by the Communications Workers, Electrical Workers and AT&T in 1986.

That initiative is built on local union-management workplace committees that assess the training needs of workers and the company and gather labor market information to determine skills needed for work both inside and outside the company.

The Alliance local committees (ALCs) then set up appropriate training programs, including curriculum approval, selection of trainers, scheduling of training, registration of participants and program evaluation. Participation by workers is voluntary and sessions generally are held outside work hours and funding is subject to negotiation.

A September 1992 review of the Alliance by economists M.N. Goldberg, V.R. Haburchak and R. Hovey found that the program could serve as a comprehensive model for responding to the challenges facing business, labor, education and government in adapting to the new global economy.

More than 73,000 AT&T workers have participated in Alliance training activities since the program was established. As of mid-1992, 44 percent of active workers had enrolled in an Alliance program, many in multiple or sequential training courses.

The Alliance program now offers four levels of job training. Career planning includes a 16-20 hour workshop in which participants discuss skills, job opportunities and training requirements, while career enhancement offers help in relocation and financial planning to aid participants in workplace changes.

Occupational preparation and occupational skills training then build workplace and job-specific skills.

Many ALCs offer a computer-based job skills enhancement program to boost reading, mathematical and language improvements using workplace examples, and English-as-a-second-language instruction. Other programs help workers advance to new positions or move into new job classifications from a position to be eliminated.

Worker participation

"Not only have they been able to pursue their self-chosen career goals and enhance their employment security, they also now have the qualifications to make a greater contribution to the company's competitiveness," the report said.

To better serve dislocated workers, in 1989 the Alliance joined with the Labor Department and a number of state and local agencies, matching ALCs with local government agencies to expand resources and form partnerships for training and job placement efforts. More than 8,000 workers are enrolled in programs in 37 states.

Researchers Paul Osterman and Rosemary Batt stressed that programs like the Alliance are succeeding because worker participation is a key element.

Their report, "A National Policy for Workplace Training," recommended establishment of a new national training policy, aimed at setting up development programs for workers already on the job.

Such a policy "should avoid subsidies to firms for training they would provide as a normal part of business" but could improve productivity, product quality and boost workers' employment security and income, they said.

The report reviewed state and local training initiatives in California, Illinois, North Carolina and South Carolina, where training was offered through a "stand-alone" agency or a community college setting.

The models had both benefits and drawbacks, the authors noted, stressing that agencies can be more flexible in responding to a firm's needs, while the community college setting can be a "big plus in relieving the 'stigma' of job training vs. higher education," which is prevalent in the United States.

Auto worker job training

Number of hours per employee for plants in Japan, Europe and United States

	Japanese plants	Japanese plants in U.S.	U.S. plants	U.S. plants in Europe	European plants
First six months on the job	315.5	279.3	45.7	80	206.7
Experienced employees, per year	87	53.3	28.8	27	47.8

AFL-CIO NEWSGRAFIC

Source: Krafcik, John. *Training and the Automotive Industry: International Comparisons.* Report to Office of Technology Assessment, Feburary 1990.

Enforcement lax as a worker killed each hour

Continued from Page 1

come directly from newspaper headlines, as 10,000 workers are killed on the job every year — one worker for every hour of every day. This daily workplace carnage takes a decidedly human toll. Consider:

- John Curth, a member of Rubber Workers Local 915, was killed September 1992 after he became entangled in a machine at Dunlop Tire Co. in Huntsville, Ala. The company had ignored Occupational Safety and Health Administration citations about the machine.

OSHA issued a fine of $25,000, but the company appealed and has yet to pay anything. Curth is survived by his wife and two young children.

- At Frontier Refinery Inc. in Cheyenne, Wyo., a refinery worker was killed June 1992 in an explosion caused by the improper mixture of olefins, a propane-like fuel, and warm waste oil that expanded and spilled out of a storage container and came in contact with an unknown ignition source.

Wyoming's Occupational Safety and Health Department fined the company $1,000 for inadequate employee training. There was no criminal penalty.

The average penalty for OSHA citations was $800 for conditions that pose a substantial probability of death or serious harm to workers during 1992. And OSHA collects only 52 percent of the fines it imposes for violation of the law.

The OSHA reform legislation would require the abatement of serious hazards during employer appeals of a citation and strengthen penalties to include longer jail terms where employers willfully violate the law and workers are seriously injured or killed as a result.

Besides strengthening enforcement, the legislation would:

- Give workers a voice in their own safety and health, including establishing joint labor-management safety and health committees for workplaces with more than 10 employees.
- Establish a system of oversight and coordination on multiemployer construction projects.
- Extend coverage to public employees.
- Require safety and health training.
- Give workers the right to refuse unsafe work.

For more than 7 million public employees, there is no OSHA coverage at all. Public employees are only covered in states that have implemented their own OSHA programs.

Two state highway workers in Providence, R.I., died in February when they were knocked off an overpass and fell 30 feet. There were no safety devices or measures in place to warn approaching motorists of the road work. Since they were public employees, no fines or citations were issued.

A co-worker of the two slain men told the Providence Journal-Bulletin that Department of Transportation workers regularly ask for safety vehicles to accompany them, but they usually are refused. The reform legislation would allow the worker to refuse such unsafe work.

The legislation also would boost coverage for construction workers, who suffer a disproportionate 18 percent of occupational fatalities while making up 5.5 percent of the total work force. The construction industry also has the highest incidence of workplace injuries and illnesses.

A construction worker in Walensburg, Colo., who never received training or any protective equipment recently was crushed to death when a 20-foot bank of earth fell on him as he worked on a 6-foot-deep trench.

OSHA cited the company for nine willful safety violations including failure to train employees, failure to have a trained soil classification specialist on site and failure to inspect excavations daily. But no fines were assessed against the company.

Under the reform legislation, a safety and health plan would have been required for the entire project.

FIGHT For The Living
Workers Memorial Day, April 28
EVENTS

ALASKA

Anchorage (Anchorage CLC) — A memorial service at the 9th & I Street Park Strip on Sunday, April 25, at 12 noon. Contact: Anna Belle Stevens 907/279-1124.

CALIFORNIA

Los Angeles (California AFL-CIO) — A daylong health and safety conference and luncheon April 28. Contact: Matt Mackinnon 415/986-3585.

Modesto (Stanislaus & Tuolumne Counties CLC) — Fourth annual Workers Memorial Day dinner on April 24 at 6 p.m. at Giuseppe's Italian Restaurant, 2501-A McHenry Ave. Awards to be presented. Contact: Jim Biever 209/523-8079.

Sacramento (Sacramento CLC/SACOSH) — "Health and Safety Video Festival" April 28 from 5:30-8:30 p.m. at the Sacramento Senior Center Cypress Room, 915 27th St. Contact: Anne Kattew 916/442-4390.

San Diego (Teledyne Ryan Safety, Health and Environmental Affairs Committee) — Fliers, stickers, hazards booth at a daylong observance at the facility on Harbor Drive on April 28. Participants include local union members from IBEW, UAW and IUOE. Contact: Nora Ward 619/298-8379.

San Francisco (Alameda, Contra Costa, San Mateo and San Francisco CLCs/WORKSAFE!) — A "Labor Briefing" breakfast with panel discussion on safety and health at the ILWU Ship Clerks Local 34 on April 28 at 8:30 a.m. Contact: Walter Johnson or Warren Mar 415/543-2699.

CONNECTICUT

New Britain (Connecticut AFL-CIO and AFSCME Council 4) — A memorial dedicated at AFSCME Council 4, 444 E. Main St., on April 28 at 10:30 a.m. AFSCME President Gerald W. McEntee is to speak. Contact: Janeen Nolan 203/953-8717.

DISTRICT of COLUMBIA

(Metropolitan Washington CLC) — Luncheon honoring those killed or injured on the job on April 28 at 11:45 a.m., Quality Hotel Capitol Hill. Contact: Kathy McKirchy 202/289-7174.

FLORIDA

Gainesville (North Central Florida CLC and Santa Fe Community College) — A play called "Working" will run April 8-10 and April 15-17 at Santa Fe Community College. A memorial program will be held at CWA hall on April 28 at 7:30 p.m. Contact: Elsie Allen 904/462-2116.

ILLINOIS

Chicago (Chicago CLC) — A conference on OSHA reform with a memorial service at the Executive Plaza, 71 E. Wacker Drive on April 28 at 9 a.m. Contact: Don Turner 312/222-1000.

Chicago (Chicago CLC and the Chicago Department of Community Services) — A Workers Memorial Week program in several Chicago public schools to acquaint youth with the labor movement and the goal of providing a safe and healthy workplace for all workers. This program culminates with the planting of a tree on school property as a memorial to those injured or killed on the job. Contact: Kathleen Bernstein, 312/906-2431 and Ann Frison 312/906-2432.

Danville (Vermilion County CLC) — Dedication of a monument to honor workers killed on the job in the county on April 28 at 2:30 at Pape Memorial Gardens. Contact: Chuck Brooks 217/442-3512.

Rockford (Rockford CLC) — Fourth annual memorial service at the Workers Memorial Tablet at the Illinois State Building, 200 South Wyman, on April 28 at 5 p.m. Contact: Amedeo Giorgi, 815/968-1411 and Jill Torgerson 815/968-5400.

INDIANA

Fort Wayne (Northeast Indiana Three Rivers CLC) — A rally at the Auburn Courthouse on April 18 at 2 p.m. and a candlelight vigil at Fort Wayne McCollock Park on Broadway on April 28 at 6 p.m. Contact: Tom Lewandowski 219/482-5588.

South Bend (North Central Indiana CLC) — Tree and plaque dedication in Howard Park at 5:30 p.m. on April 28 in memory of Indiana workers. Contact: Rick Kring 219/232-8201.

IOWA

Des Moines (Iowa AFL-CIO) — A press conference on OSHA reform and the Iowa state plan at the State Capitol on April 28 at 11 a.m. Contact: Mark Smith 515/262-9571.

KENTUCKY

Bowling Green (Machinists Local 664) — Local union members will wear black ribbons and Workers Memorial Day stickers in a daylong observance April 28. Contact: David Lamberson 502/781-1008.

MAINE

Augusta (Maine AFL-CIO) — Breakfast discussion at the State Capitol on April 28 at 8:30 a.m. Contact: Charlie O'Leary 207/947-0006.

MASSACHUSETTS

Northampton (Northampton CLC and Western MassCOSH) — Rally on City Hall steps at 12 noon on April 28. Report on "Death, Dying and Disease in Massachusetts" to be released. Contact: Phil Korman 413/731-0760.

Springfield (Pioneer Valley CLC and Western MassCOSH) — Laying of wreath and flowers at the workers memorial at the CLC office, 458 Bridge St., at 9 a.m. April 29. Contact: Phil Korman 413/731-0760.

MICHIGAN

Detroit (Michigan AFL-CIO, Metropolitan Detroit CLC, UAW Region 1-A, AFSCME Local 2920 and SEMCOSH) — Rally and memorial service at Hart Plaza on April 28 at 6 p.m. Contact: SEMCOSH 313/961-3345.

Saginaw (UAW Local 668) — Ceremony at burning bush and plaque in front of the union hall, 1601 N. 6th St., at 3:30 p.m. on April 28. Contact Dick Guttowsky 517/757-1855.

MINNESOTA

Duluth (Duluth CLC) — A commemorative observance at the Labor Center on April 28 at noon. Contact: Mary Rosenthal 218/724-1413.

MISSOURI

Jefferson City (Missouri AFL-CIO) — Rally at the Capitol at 4 p.m. on April 28, followed by the Alley Barbecue at Memorial Park, where a moment of silence will be observed. Contact: Sharon Pemberton 314/634-2115.

MONTANA

Billings (Greater Yellowstone CLC) — Flag-raising at the Labor Temple, 530 S. 27th St., at noon on April 28, followed by a moment of silence. Contact: Becky Biedl 406/252-8513.

NEW HAMPSHIRE

Concord (Service Employees) — A three-day health and safety train-the-trainer program April 26-28. Contact: Mike Duffy 202/898-3388.

NEW JERSEY

Cranford (CWA Local 1023) — Moment of silence in each of local's 89 locations. Contact: K. Walsh 908/276-5760.

Mahwah (Bergen County CLC and the American Labor Museum) — A candlelight vigil at the American Labor Museum, 83 Norwood in Haledon, on April 28 at 7:30 p.m. Contact: Phil McLewin 201/529-3425.

Moorestown (Industrial Union Council and Mercer County CLC) — A candlelight memorial service at 321 West State St. on April 28 at 11 a.m. There will also be informational picketing at the Chemical Industry Council in Trenton. Contact: Rick Engler 609/866-9405.

NEW YORK

Albany (New York State Public Employees Federation) — A health and safety conference at the Desmond Americana, April 22-24. Contact: Kathleen Fitzmaurice 518/785-1900 x331.

Buffalo (Buffalo CLC) — Dedication of Workers Memorial Park at Chesnut Ridge Park in Orchard Park on May 1 at 11 a.m. Contact George Wessell 716/852-0375.

Ithaca (Tompkins/Cortland Labor Coalition) — A memorial, march and rally beginning at Watkins Glen on April 24 at 11 a.m. Also a 2 p.m. moment of silence on April 28. Contact: Robin Whittlesey and Carl Feuer 607/277-5670.

Long Island (NYCOSH) — Memorial service and candlelight vigil at IBEW Local 25 Hall, 370 Motor Parkway in Hauppauge, at 7 p.m. April 28. Contact: Joel Shufro 212/627-3900.

New York City (NYCOSH) — A panel discussion on OSHA reform at the Clothing and Textile Workers headquarters at 15 Union Square on April 30 at 10 a.m. Contact: Joel Shufro 212/627-3900.

New York City (New York City CLC) — A rally at Union Square at 4:30 p.m. on April 28. Contact: Ted Jacobsen 212/685-9552.

Rochester (CWA Local 1170) — Memorial service at 4:30 p.m. on April 28 at the Workers Memorial in Highland Park. Contact: R.I. Flavin 212/254-7600.

OHIO

Columbus (Ohio AFL-CIO) — Publishing a memorial booklet of Ohio workers killed on the job in 1992. Contact: Patty Tutoki 614/224-8271.

Cincinnati (Cincinnati CLC) — A candlelight memorial service and rally at the Operating Engineers Local 18 Hall at 9730 Reading Road in Evendale on April 28 at 5 p.m. Contact: Dan Radford 513/421-1846.

Cleveland (Cleveland CLC) — A memorial service at the Laborers Hall, 3520 Euclid Ave., on May 12 at 7:30 p.m. Contact: Richard Acton 216/881-7200.

Dayton (Dayton, Springfield, Sidney and Miami Valley Regional CLCs) — Dedication of a memorial stone at the Dayton AFL-CIO office at 150 Heid Ave. at sunrise on April 28. Contact: Patt Duffy 513/236-9755.

New Philadelphia (Rubber Workers Local 1091) — Workers will wear black arm bands and observe a moment of silence in a daylong remembrance of workers killed or injured on the job April 28. Contact: Nancy Hopkins 216/339-5157.

Toledo (Toledo Area CLC) — March from AMO Union Hall to the Labor Gazebo in International Park on April 28 at 5 p.m. Contact: Carol Sizemore 419/248-3331 Ext. 213.

OREGON

Salem (Oregon AFL-CIO) — A rally at the State Capitol at noon. Contact: Brad Witt 503/585-6320.

PENNSYLVANIA

Beaver (Beaver County CLC) — A banquet on April 23 at the Serbian Club in Aliquippa at 5:30 p.m. Contact: George Derbaum Jr. 412/775-0969.

Butler (Butler County CLC) — Information table at a local mall. Contact: Ed Grystar 412/828-5100.

Johnstown (Johnstown Regional CLC) — An interfaith service at Aces Restaurant, 316 Chestnut St., on April 28 at 6 p.m. Also an essay/scholarship contest for high school speakers. Contact: Mike Welsh 814/535-7655.

Philadelphia (Philadelphia CLC and PhilPOSH) — A brunch at the Sheet Metal Workers Local 19 Hall, 1301 S. Delaware Ave., on April 28 at 10 a.m. Contact: Jim Moran 215/386-7000.

Reading (Steelworkers and Reading and Berks County CLC) — Daylong observance April 28 at Workers Memorial site in Heritage Park. Contact: Jack Unangst 215/376-5734.

RHODE ISLAND

Providence (RICOSH) — Press conference at AFSCME Council 94 headquarters at noon April 28. Showing of "Dying for a Job" at 10:30 p.m. on Ch. 36. Contact: Jim Celenza 401/751-2015.

SOUTH CAROLINA

Orangeburg (CWA Local 3719) — Informational material and stickers distributed in conjunction with state AFL-CIO legislative conference; moment of silence at 2 p.m. Contact: Elizabeth O'Cain 803/534-8862.

TENNESSEE

Knoxville (Knoxville-Oak Ridge Area CLC) — A rally on the mall in downtown Knoxville on April 28 at noon. Contact: Harold Woods 615/523-9752.

WASHINGTON

Seattle (Washington State AFL-CIO) — A television show titled "Shoptalk," focusing on repetitive stress injuries and carpal tunnel syndrome, will be live on local PBS station April 28, taped and fed to other stations in the state. Contact: Karen Keiser 206/281-8901.

WEST VIRGINIA

Charleston (West Virginia AFL-CIO) — A rally at the state Capitol in Charleston on April 28 at 6 p.m. Contact: Joseph W. Powell 304/344-3557.

WISCONSIN

Eau Claire (Eau Claire and Chippewa CLCs) — A memorial observance at the Labor Temple on April 28 at 7 p.m. Contact: Charlie Martenson 715-832-3320.

Milwaukee (WisCOSH) — A breakfast and ceremony at the ATU Hall, 734 N. 26th St., on April 24 beginning at 8 a.m. Contact: WisCOSH 414/933-2338.

Unions say Lorenzo unfit, plan should not fly

By Candice Johnson

Unions and congressional allies are lining up to block a bid by bankruptcy court veteran Frank Lorenzo to start up another airline.

Some 57 members of Congress, in two separate letters, called on Transportation Secretary Federico Pena to deny Lorenzo's application for a certificate of public convenience and necessity.

"Frank Lorenzo is not 'fit' to own and operate another airline," as the Federal Aviation Act requires, the House members wrote. "Under his management, the now-defunct Eastern Airlines was fined and reprimanded by the FAA for concealing federal safety violations and approving aircraft for service when they were not airworthy."

The lawmakers noted that consumers often shouldered the risk of Lorenzo's actions, reminding Pena that passengers were stranded at airports when operations abruptly ceased.

If approved, the new carrier, Friendship Airlines, would offer flights from the Washington area to Boston and Orlando, with Lorenzo hoping to undercut existing fares by 25 percent.

Air Line Pilots President Randy Babbitt, a former Eastern Airlines pilot, noted that Lorenzo has a long history of airline failures, declaring "he is unfit to be involved in any way in the airline business."

Lorenzo had at least a controlling interest in Continental Airlines, Texas Air Corp., New York Air, Eastern and Texas International Airlines. All of these now are defunct with the exception of Continental, which has sought bankruptcy protection from creditors.

Lorenzo first filed for bankruptcy at Continental in 1986, in an effort to throw out the existing union contracts and operate as a non-union carrier.

At Eastern, his refusal to fairly negotiate with the Machinists over a 17-month period led to a strike in March 1989, honored by ALPA and Transport Workers flight attendants.

Five days after the strike began, Lorenzo filed for bankruptcy protection for Eastern, then continued his campaign of stripping the carrier of valuable assets. Lorenzo got $30 million for himself in his departure from Eastern.

"Wherever he goes, no matter where, we'll follow him," IAM vice president John Peterpaul vowed, adding "we'll file objections to his fitness. His past record clearly establishes he's a killer of airlines, not a builder."

The AFL-CIO Transportation Trades Department is coordinating the labor effort to block Lorenzo's petition.

In other airline news:

- The FAA has proposed limits on flight attendant duty time to ensure they are "adequately rested in order to perform vital routine and emergency safety duties prior to and during flights."

The proposal would allow attendants to be on duty for as many as 14 hours within a 24-hour period, followed by a rest period of at least nine hours. Every seven days, attendants would receive an off-period of at least 24 hours.

- The Flight Attendants are seeking to block United Airlines from resuming weight restrictions for attendants. AFA filed charges with the Equal Employment Opportunity Commission, calling the move "discriminatory and medically unsound."

The carrier wants to suspend attendants for 10 days if they weigh 11 pounds above a weight determined by height and age. But AFA officials noted that other company employees also are in contact with the public and are not subject to the weight restrictions.

BMW assailed for non-union U.S. strategy

By James B. Parks

More than 6,000 members of building and construction trade unions and their supporters protested German automaker BMW's plans to build a non-union auto assembly plant in the United States and to pay less than one-third of comparable German wages.

"I regret deeply that we haven't been able to resolve the BMW problem over a bargaining table. We've certainly tried to talk to BMW," Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, told the crowd. But BMW seems determined to use non-union labor to build and operate the plant.

"We welcome foreign companies to our shores, including BMW. But we don't want them to exploit the American worker," Georgine said. "We don't want them to destroy the standards we have established in the workplace. And above all, we don't want them to lower the standard of living we have achieved over years and years of hard work."

BMW announced plans to manufacture automobiles in Spartanburg, S.C., initially for export only. Engines would be produced in Germany and sent to South Carolina for assembly.

Wages would be $10 or less per hour, compared to $30 in Germany and an average in the United States of $17. Construction workers would be paid sharply less than the U.S. average, Georgine said.



Steve Miller/Miller Photography

Building trades workers send a message to BMW in massive rally outside its North America headquarters.

The rally was held outside BMW's North America headquarters in Woodcliff Lake, N.J.

"Should we as American workers stand by and do nothing? Not on your life," Georgine said. "We direct our action, our defiance to any and all who would attack our standard of living.

"Ronald Reagan, George Bush and (South Carolina) Gov. Carroll Campbell have brought this country from the summit of economic power — the richest, strongest, most powerful nation in the world with the highest standard of living — to the depths of Third World status," he said.

The BCTD is considering legal action against Campbell because of possible wrongful inducements using taxpayer monies in the agreement South Carolina signed with BMW.

BCTD's attorneys have written Campbell asking for all public records relating to the use of state and local revenues to improve the port of Charleston, to buy the 900-acre site for the plant, develop infrastructure for construction or operation of the plant, offer tax incentives to BMW, improve the Greenville-Spartanburg airport and train workers. Records of BMW's commitments also are being sought.

In addition, the BCTD has called on House and Senate Labor committees to hold hearings on the deal.

"We will exhaust the many means, the many tools open to us," Georgine told the rally. "Our millions of voices are a vehicle for our message of reason and our protests of disgust at the complete disregard for workers" shown by Campbell and BMW.

Other speakers included union Presidents John J. Barry of the Electrical Workers, John T. Joyce of the Bricklayers, Edward J. Carlough of the Sheet Metal Workers, William G. Bernard of the Asbestos Workers and Earl J. Kruse of the Roofers.

Also speaking were Joseph F. Maloney, secretary-treasurer of the BCTD; Charles H. Marciante, president of the New Jersey AFL-CIO; and Edward J. Malloy, New York State BCT Council.

UAW's in-plant strategy gains ground at Caterpillar

The UAW's inside-outside campaign against Caterpillar Inc. apparently is having a significant effect on the company's business.

"Caterpillar itself has claimed that UAW protests discouraged, coerced or prevented suppliers, customers and potential customers from engaging in normal business with dealerships," said UAW Secretary-Treasurer Bill Casstevens.

The assertion was part of a filing with the National Labor Relations Board, which resulted in the union agreeing March 17 not to picket at independently owned dealers that sell Caterpillar products. But the UAW retained the right to handbill anywhere, including Caterpillar dealerships as well as outside events.

"The UAW is going to have no problem whatsoever continuing our pressure campaign within the terms of the settlement agreement," said Casstevens, who heads the union's Caterpillar department.

"However it remains clear that everyone's interests — workers, customers, dealers and shareholders — will be best served when Caterpillar returns to the bargaining table and participates in discussions that lead to a fair and equitable agreement," he said.

The NLRB also has issued another round of unfair labor practices complaints against Caterpillar for suppressing workers freedom of expression.

The new complaints "specifically protect the rights of workers to express their union views and solidarity by using the name of Caterpillar's chairman and chief executive officer, Donald V. Fites, without being subjected to illegal harassment, retaliation and punishment," Casstevens said.

The new complaints were issued April 2 and allow workers to continue to display the slogan, "Permanently Replace Fites," and other expressions bearing his name, on their hats, T-shirts, buttons and literature.

Workers have been waging a pressure campaign inside and outside Caterpillar plants for about a year. More than 12,000 UAW members returned to work in April, 1992, without a contract, in order to force Caterpillar back to the bargaining table.

The workers had walked out five months earlier over company threats to replace striking workers, unilateral imposition of conditions and anti-union activities.

The NLRB also issued a complaint Feb. 25 charging the company with unlawfully suspending several employees at the York, Pa., plant because of their union activity.

The complaint said company officials discouraged employees from using the contractual grievance procedure and unilaterally implemented rules including one requiring that union buttons and signs be cleared by management.

To bolster the in-plant strategy, the union has produced a public access cable television show and distributed a video to update 25,000 active and laid off Caterpillar workers in four states.

— James B. Parks

ECONOMY

Jobless rate unchanged at 7%; payrolls decline

By John R. Oravec

With overall payrolls shrinking by 22,000 in March, the nation's unemployment rate remained snarled at 7 percent as the United States appeared to be mired in a jobless recovery.

A pickup of 43,000 service sector jobs was more than offset by a loss of 65,000 jobs in construction and manufacturing, the Bureau of Labor Statistics reported.

AFL-CIO President Lane Kirkland said the unemployment figures "are evidence that the economic recovery is devoid of job creation" in underlining the need for Congress to enact President Clinton's jobs-growth agenda.

BLS counted 8.9 million workers as officially unemployed last month. But with 1.1 million discouraged workers giving up the futile hunt for jobs and another 6.2 million on involuntary part-time work, Kirkland pointed out that more than 16 million Americans were trapped in unemployment or underemployment last month.

"Their families are hurting," Kirkland said. "Yet their hopes of sharing in this recovery are being held hostage by a minority of senators who are holding up the president's economic stimulus package."

Democrats won House approval of the $16.3 billion package in a 235-183 party line vote, but Republicans used a filibuster to block action in the Senate. **(See story, Page 3)**

"The country desperately needs the jobs that his package would provide," Kirkland stressed. "It's time to the end the gridlock and get on with the task of helping the unemployed.

That point was reinforced by Labor Secretary Robert Reich, who noted that the combination of the bleak employment report, the recent decline in consumer confidence and the continuing mass layoffs "underscores the urgency of passing the president's stimulus package."

Reich said that while unemployment has been 7 percent or higher for 16 consecutive months, "we remain more than 3.6 million jobs behind the pace of job creation in a typical recovery," he said.

AFL-CIO economist Markley Roberts observed that job growth stalled in the first quarter of 1993 despite the 4.7 percent upturn in the gross domestic product during the last quarter of 1992.

"Two years after the so-called recovery began in March 1991, only 870,000 payroll jobs have been added to the economy," Roberts noted. "By contrast, 7.3 million jobs were added 24 months after the 1982 recession ended and 4.8 million jobs were added 24 months after the 1975 recession ended."

Labor Department data show that temporary jobs accounted for about 40 percent of the 870,000 payroll growth since the end of the Bush recession.

In March, unemployment rose sharply in construction to 15.3 percent with the loss of 59,000 jobs because of poor weather conditions and a slowdown in usual seasonal hiring activity, BLS said. Manufacturing unemployment edged up to 7.3 percent with the loss of 9,000 payroll jobs. Jobless rates eased in the service sector to 6.4 percent and in mining to 5.5 percent.

The jobless rate for adult men rose two-tenths of a point from February to 6.7 percent, while declining three-tenths of a point to 5.7 percent for adult women. The rate was barely changed for teenagers at 19.5 percent. It held for whites at 6.1 percent; edged up for blacks to 13.5 percent and remained the same for Hispanics at 11.4 percent.

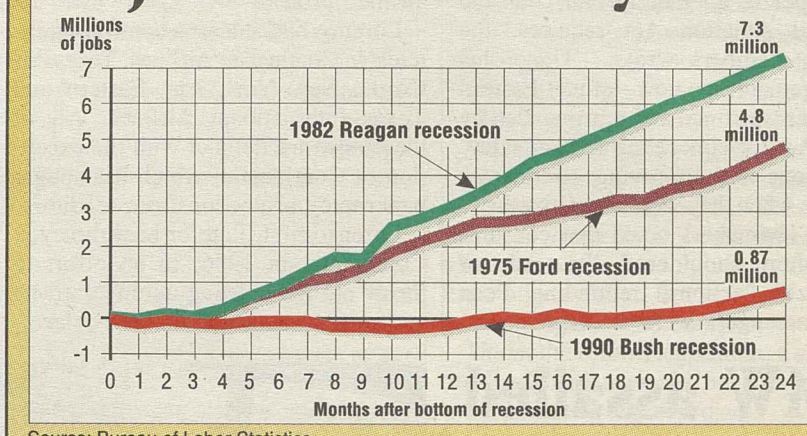
Jobless rates in four major industrial states were above the national average: California, 9.4 percent; Illinois, 8.4 percent; New Jersey, 8.3 percent; and New York, 7.3 percent.

BLS reported just 3.1 million, or one-third of the jobless workers in March, were drawing regular state unemployment insurance benefits. Another 1.5 million long-term jobless were receiving federal emergency compensation.

If the national unemployment rate drops below 7 percent for two consecutive months, the emergency federal benefits will be cut to 10-15 weeks from the current 20-26 weeks. If the national rate goes below 6.8 percent, benefits will be cut to seven or 13 weeks.

Significant statistics

A jobless recovery



Source: Bureau of Labor Statistics

Job creation is woefully lacking as the U.S. economy pulls out of the Bush recession. In the past 24 months, payrolls have expanded by 870,000 — well below the pace of recovery periods in the mid-1970s and early 1980s. Temporary jobs account for 40 percent of the net payroll growth over the past two years, according to the Labor Department.

March unemployment	
Seasonally adjusted	7 percent
Actual rate	7.3 percent
Jobless workers	8.9 million
Initial UI claims	
Week of March 27	380,000
Change over week	+33,000
Leading indicators	
February	+0.5 percent
Factory orders	
February	+1.4 percent
Industrial production	
February	+0.4 percent
Housing starts	
February	-7.2 percent
Annual rate (units)	1,192,000
New home sales	
February	+4.6 percent
Annual rate (units)	595,000

AFL-CIO NEWSGRAFIC

Bargaining agreements yield average wage hike of 3.2 percent

Collective bargaining agreements negotiated during the first quarter of 1993 provide for median first-year wage increases of 3.2 percent, or 38.8 cents more an hour, according to a survey of settlements by the Bureau of National Affairs. The hourly pay gains amounted to 38.4 cents in the comparable 1992 period.

New contracts covering factory workers call for first-year pay gains of 3 percent, or 35 cents an hour, which are down 2.2 percent from the year-ago settlements. Agreements covering non-manufacturing workers show pay gains of 3.4 percent, or 44.2 cents an hour.

When lump-sum bonuses are factored in for workers in all industries, the median gains are 3.8 percent and 40.3 cents an hour, down fractionally for the comparable 1992 period.

The BNA survey did not include cost-of-living adjustments negotiated in some agreements, nor did it factor in construction industry settlements.

But among significant settlements cited in the survey were agreements worked out by the Operating Engineers, the Plasters and Cement Masons covering more than 4,000 workers with General Contractors Association of Hawaii.

The new five-year agreements for IUOE and PCM members provide for wage and benefit increases ranging from $7.50 to $7.75 an hour. Under the old agreements, the IUOE Local 3 hourly scales was $20.70.; the Plasterers Local 630 scale was $20.52 an hour.

In other economic reports:

- The government's composite index of leading indicators posted its fifth increase in the last six months with a 0.5 percent increase in February.

The Commerce Department said six of the 11 components in the index contributed to the advance. The biggest boost came from a growing backlog of unfilled factory orders, followed by an upswing in the orders for equipment.

- New orders for durable goods rose 2.2 percent in March, spurred by a sharp gain in transportation equipment, the Commerce Department said.

Factory orders dipped 2.3 percent in January, following a 9.7 percent surge in December.

With key gains in aircraft, motor vehicles and railroad equipment the transportation orders posted a gain of 10.9 percent in February. Excluding the transportation section, orders for durable goods slipped by 0.7 percent.

Shipments of durable goods rose 2.6 percent in February, led by a 3.1 percent pickup in transportation equipment. Shipments of electronic and electrical equipment were up 5.1 percent over the month.

- Spending on new construction edged up 0.1 percent to an annual rate of $438 billion in February after falling 1.3 percent in January.

The Commerce Department also reported that construction of new houses fell for the second month in succession, dropping 7.2 percent in February.

Subminimum wage retired to ashbin of history

The subminimum "training wage," set up to allow employers to temporarily pay young workers at wages below the minimum wage, expired last month after having little or no impact.

The Labor Department's Wage and Hour Division found in a survey of the 27 states in which the wage could be paid that just 1 percent of employers used the training wage program. Most employers said they could not find qualified workers willing to work at that rate.

The special rate — 85 percent of the minimum wage — was adopted by Congress in 1989 when the minimum wage was raised in increments from $3.35 to $4.25. The training wage was included in the measure following President Bush's veto of an earlier bill that raised the minimum wage to $4.65.

The so-called training wage could be paid only to workers younger than 20 years of age and for a maximum of 90 days.

Employers wanting to continue the training wage for a second 90-day period were to file notices with the Labor Department outlining their training programs.

Just 14 employers nationwide, most of them in the restaurant industry, filed notices to continue the subminimum payments.

Newsmakers



Steve Yarmola/AFL-CIO News

HUD Secretary Henry Cisneros met recently with the AFL-CIO Housing Committee to discuss the federation's National Partnerships for Community Investment, which seeks to build $1 billion worth of affordable housing in 25 U.S. cities. The AFL-CIO's Housing Investment Trust will invest $500 million in union pension funds, with the other funds coming from matching government and private investments.

AFL-CIO Executive Council member **Joyce Miller,** vice president of the Clothing and Textile Workers and president of the Coalition of Labor Union Women, has been appointed as executive director of the Labor Department's Glass Ceiling Commission. The commission was established by Congress as part of the Civil Rights Act of 1991 to inquire into the obstacles to promotions for women and minorities.

The AFL-CIO's **Chuck Richards,** who has served as field director for the Public Employee Department for 10 years, has been selected to direct the Labor Department's new Office of the New American Workplace. Richards served as labor liaison to the Clinton transition team and as an assistant to Clinton campaign manager **David Wilhelm,** now chairman of the Democratic National Committee. Attorney **Maria Echaveste,** a former campaign transition worker, has been appointed head of the Wage and Hour Division.

Several union representatives participated in the National Summit on Children and Families, sponsored by the National Commission on Children, on April 1-2. AFSCME President **Gerald W. McEntee** joined the discussion on the topic ''Great Beginnings: Supporting Young Children and Their Families,'' while AFT President **Albert Shanker** and National Education Association President **Keith Geiger** were part of the discussion group on the topic ''Educating America: Improving Schools and the Transition to Work.''

AWARDS

Seventeen members of the Eastern Oklahoma Building & Construction Trades Council are to be honored by USA WEEKEND as grand prize winners in the second annual ''Make a Difference Day'' contest. The electricians, plumbers, carpenters, painters and sheet metal workers contributed approximately $6,000 of their own funds and 250 hours of labor to aid a 70-year-old Tulsa woman whose house was gutted and savings stolen by an unscrupulous contractor. The workers, represented by council president **Clayton Walker,** will receive a $1,000 donation to a community charity of their choice and are to be featured in a special issue of USA WEEKEND April 16-18.

DEATHS

Wilbur Daniels, a former top officer of the Ladies' Garment Workers, died of a heart ailment in Manhattan, N.Y., March 20. He was 70.

Daniels served the ILGWU for 44 years, beginning as a researcher and rising to assistant to union president David Dubinsky, then vice president and executive vice president. He also helped organize the ''Look for the Union Label'' advertising campaign.

He is survived by his wife, Patricia; one daughter, Ann, of Oakland; and one granddaughter.

Lee Stanley, a ubiquitous and tireless volunteer in trade union campaigns and political action even as an octogenarian, died of pneumonia March 26 at George Washington University Hospital in Washington. She was 90.

Starting in the 1950s, Stanley worked as an administrative assistant at the Washington office of the International Labor Organization until retiring in 1967. In the 1970s and 1980s, she was on the staff of the Operating Engineers promoting programs for IUOE retirees.

Throughout her trade union career, Stanley contributed her time and energy to labor causes as well as community organizations, including the National Council of Senior Citizens, International Labor Communications Association, the George Meany Center, Women's National Democratic Club and the Democratic Socialist Organizing Committee. Stanley had been a member of the old AFT Local 189 and served on the board of the National Consumers League.

Stanley was born in London and grew up in New York. Survivors include her son, Lowell, of Towson, Md.; four grandchildren; and four great-grandchildren.

Perkins retires; Walsh named COPE director

Illinois AFL-CIO President Richard J. Walsh has been named by AFL-CIO President Lane Kirkland to direct the federation's Committee on Political Education. Walsh succeeds John Perkins, who announced his plans to retire.

The retirement of Perkins, 60, is effective May 1 and Walsh will assume his new duties June 1.

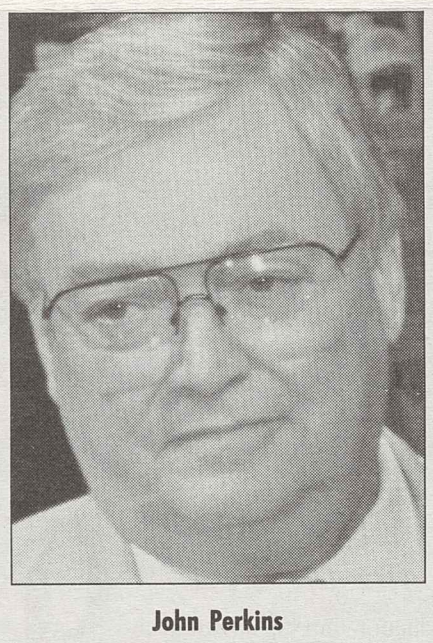
''Over the years, John Perkins has worked tirelessly to modernize COPE into what it is today — the envy of state and national political operations for both parties,'' Kirkland said.

''Rich Walsh has demonstrated similar success in moving union members to political action,'' said Kirkland. ''The progressive voting record of the Illinois congressional delegation proves that he is well-suited to run COPE.''

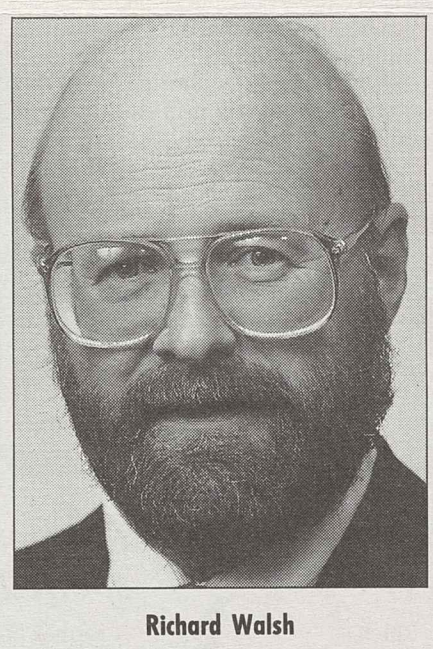
Walsh, 49, has been Illinois AFL-CIO president since 1989. A 1975 graduate of the University of Illinois Law School, he is a member of the AFT and a graduate of Loyola of Chicago and the Peace Corps. He joined the Illinois AFL-CIO staff in 1978, becoming legislative/political director in 1980 and secretary-treasurer in 1987.

A native of Elkhart, Ind., Perkins joined what is now Carpenters Local 413 in 1952 and served 11 years as business manager. He held a variety of elected posts in his local as well as in the local AFL-CIO and in the state building trades council before joining the national AFL-CIO staff as Illinois-Indiana COPE director in 1968.

Perkins was promoted to the COPE staff in Washington in 1971, became assistant director in 1977 and director in 1982. In addition to building the COPE structure, Perkins also coordinated the AFL-CIO's highly successful political protest marches, the Solidarity Days of Sept. 19, 1981, and Aug. 31, 1991.



John Perkins



Richard Walsh

Dennis Beal named to HIT public affairs post

Dennis Beal has been named director of public affairs for AFL-CIO Housing Investment Trust.

Beal, who has served for four years as AFL-CIO President Lane Kirkland's assistant for communications, joins HIT as it begins an unprecedented drive to help build $1 billion worth of affordable housing in 25 cities over the next five years.

The program — National Partnerships for Community Investment — will match $500 million of Housing Investment Trust pension funds with a like amount coming from federal, state and local governments and private investors.

The trust, directed by Chief Executive Officer Stephen Coyle, administers pension funds from more than 350 international, national and local unions.

Before coming to the AFL-CIO, Beal was press secretary for the Senate Budget Committee under its chairman, former Sen. Lawton Chiles (D-Fla.).

''The Housing Investment Trust has rapidly developed into an important program that has insured that the AFL-CIO is on the front lines in the struggle to build quality, affordable housing and to help deal with this country's serious housing needs,'' Kirkland said.

''The establishment of the position of director of public affairs is the next logical step in the extension of this program. Dennis Beal has served the federation well and his talents will give a tremendous boost to the trust,'' he said.

Court rescinds honoraria ban for U.S. workers

A court ruling has freed most federal workers from a 1989 congressional ban on accepting payment for outside activities.

The ban was overbroad and violated the First Amendment, the U.S. Court of Appeals for the District of Columbia Circuit ruled by a 2-1 margin, affirming a March 1992 district court decision.

The law was intended to apply to executive branch employees — members of Congress, federal judges and other high government officials — who were given higher salaries in exchange for the foregone speech and writing fees.

But the law as drafted applied to all employees and thus barred lower-level civil servants from earning money writing articles or giving speeches during their off-hours on subjects of personal expertise unrelated to their regular jobs.

''Today's court decision ends the congressionally imposed unfair restrictions placed on these employees,'' said Government Employees President John Sturdivant. ''There was never any rational reason to include federal workers, of which some 46 percent make less than $30,000 a year, in the ban.''

AFGE and the National Treasury Employees Union had fought the law in court and in the legislature.

Approximately 2 million federal employees below the pay grade of GS-16 — $86,500 a year — now will be covered by ethics guidelines in place before the law went into effect in January 1991. The law remains in effect for members of Congress, their staffs, the judiciary and senior executive branch employees.

Unions hail quick action on timber struggle

By Colleen M. O'Neill

Union leaders are applauding President Clinton's swift action in seeking to ease the suffering of workers and their communities locked in the Northwest timber struggle.

The president concluded the April 2 Northwest Forest Summit with a directive to his cabinet to have a plan on his desk in 60 days.

Clinton's intentions signal the end of government by court injunction, the direction of the Bush administration, union leaders say. Rather than act decisively, Bush waited while a series of court orders prohibited timber cutting for two years to protect the spotted owl and other wildlife on 14 million acres of federal lands — an area the combined size of Massachusetts, Vermont and Rhode Island.

The resulting stagnant economy has produced hardship for the timber workers, their families and communities dependent upon the forests for their livelihoods. More than 25,000 jobs have been lost as a result of the harvest reductions, with another 25,000 to 50,000 in jeopardy if cutting does not resume soon.

Addressing a labor rally in Portland the day of the conference, AFL-CIO Secretary-Treasurer Thomas R. Donahue pledged the solidarity of the labor movement to help solve the problem.

"The summit is the first real glimmer of hope we've seen in years of contentious wrangling about the issue," Donahue told the rally. "Now we have a chance for a federal policy that makes sense, strikes the right balance and preserves jobs and the environment for a change.

"It is you who live in this region who have suffered the most, but make no mistake about it: this problem does not begin at the Pacific Coast and stop at the Cascade Mountains," he said. The problem of achieving sustainable growth, Donahue said, "is a national crisis, and it resonates throughout the country."



Michael Gutwig/Northwest Labor Press

Trade unionists rallied April 2 in Portland, Ore., urging a balanced solution in the Northwest timber dispute.

Oregon AFL-CIO President Irvin H. Fletcher said he was "tickled to death" with the Clinton action. "Clearly, the president is concerned about the jobs aspect of it for us."

"This conference established the human factor that has never been part of this equation" in the many discussions of northwest timber, said Mike Draper, executive secretary of the 30,000-member Western Council of Industrial Workers.

The Northwest unionists framed the question as how to protect the more than 600 wildlife species dependent on the forests while keeping up the supply of lumber, paper and other products — and preserving the supply of jobs.

"We want to find a way to preserve habitat while also sustaining communities; it's our desire to have sustainable harvest levels within the constraints of maintaining good wildlife and habitat," said Denny Scott, assistant director of the industrial department for the Carpenters.

Several labor representatives participated in the summit, including Draper, Fletcher, Jim Coates of the Woodworkers and Charles Oliver of the Longshoremen and Warehousemen. Other unions involved in events surrounding the conference were the Carpenters, Paperworkers and the unaffiliated Association of Western Pulp and Paper Workers.

Union officials also met with Secretary of Labor Robert B. Reich and took him on a mill tour in Washington prior to the conference. Reich promised dislocation assistance for the timber workers in the form of training and retraining.

The president echoed that sentiment, expressing concern during the summit over the need to take care of affected workers and likening their plight to that of defense industry workers.

Labor is seeking immediate assistance in the form of an emergency interim program for some cutting.

INSIDE

VOLUME 38, NUMBER 8
APRIL 12, 1993

AFL-CIO NEWS

1 ***Clinton team boosts Workplace Fairness***
Labor Secretary Robert B. Reich strongly endorsed Workplace Fairness bills as he joined AFL-CIO Secretary-Treasurer Thomas R. Donahue in testimony before two committees.

2 ***U.S. lacks data to gauge NAFTA***
Federal agencies don't know how many plants — and U.S. jobs — have moved to Mexico, making it difficult for the government to assess the North American Free Trade Agreement.

5 ***Dangers at Diamond spelled out for EPA***
A former production line supervisor at a Diamond Walnut plant tells the Environmental Protection Agency that the company's use of deadly methyl bromide endangers workers.

8 ***Rallies and rites to mark April 28***
Events marking Workers Memorial Day this year include memorial services and tree-plantings, rallies and candlelight vigils, education programs and more.

9 ***Unionists protest BMW blueprint***
Building trades workers and supporters rally in New Jersey at BMW's North America headquarters, protesting the German car maker's plans to build and operate a non-union U.S. plant.

10 ***Jobs missing from economic 'recovery'***
The March economic report shows unemployment stuck at 7 percent, with jobs lost in construction and manufacturing and millions trapped in unemployment or underemployment.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

4/12/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 9 APRIL 19, 1993



Labor heightens its campaign to fix the flawed Bush trade agreement with Mexico. **See Page 2.**

Unions show the way to safe workplaces

By Sharolyn A. Rosier

Trade unionists around the country will mark Workers Memorial Day, April 28, with events as logical as a plant visit by their member of Congress and as exotic as a Broadway-style play.

The events are not confined to the one day of April 28, reports AFL-CIO health and safety director Peg Seminario, but are designed to fit local schedules and needs over a wide time period.

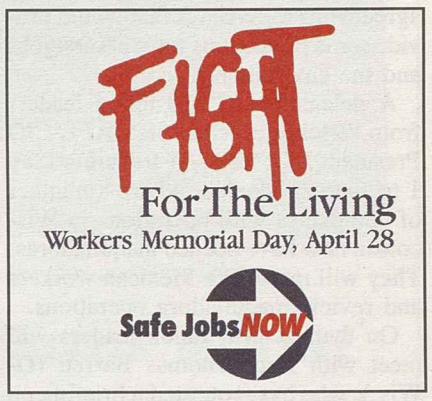
Two New York tours for members of Congress already have been held, displaying the better safety and health conditions through labor-management cooperative efforts. Improvement through joint workplace committees is an important part of OSHA reform bills pending in Congress — a major focus of this Workers Memorial Day.

New York Democratic Reps. Carolyn Maloney and Jerrold Nadler visited two garment shops in New York City's fashion industry April 14. The tour, arranged by the Ladies' Garment Workers, covered Mademoiselle Knitwear and Nicole Miller, both employers actively involved in the safety and health of their employees.

ILGWU Executive Vice President Edgar Romney, who conducted the tour, said the two factories are covered by the agreements on worker safety and health the ILGWU has with the Council for American Fashion and the Garment Industry Development Corp.

Joint labor-management cooperation has improved conditions in garment factories in New York, some of which are antiquated buildings with structural

Continued on Page 8



United labor presses coal job security

Deadline looms in UMWA talks

By Michael Byrne

With a series of rallies and in-plant actions, labor is sending a message that the Mine Workers are resolute, and solidly supported, in their efforts to gain job security in current talks with the Bituminous Coal Operators Association.

The deadline is May 3 on the current negotiations, begun under a 45-day extension of the old contract. But the BCOA only agreed to come back to the table after the Mine Workers began a series of selective strikes March 1, spreading a month-long strike against Peabody Coal Co. and its British parent, Hanson PLC.

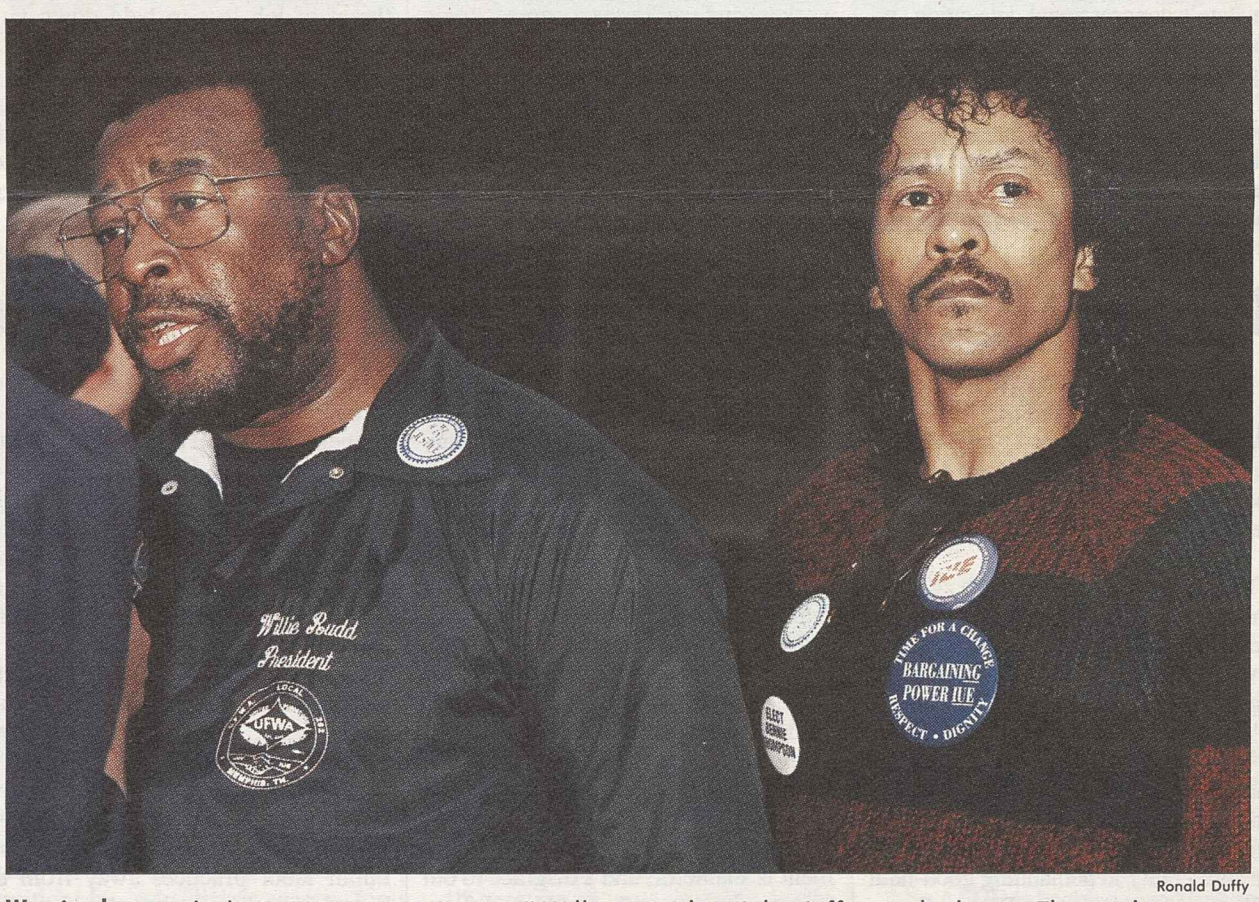
The UMWA is planning Hanson/Peabody Action Days in four cities, beginning April 22 in Kansas City, to call attention to the fact that Peabody and BCOA continue to deny Mine Workers the right to jobs with a future. The AFL-CIO Strategic Approaches Committee is helping to rally the entire labor movement in support of the UMWA.

The Kansas City rally will be outside the annual shareholders meeting of Mercantile Bancorporation Inc., where Charles H. Price II, one of two U.S. officials of Hanson PLC, is standing for election to the bank board of directors.

Hanson PLC, which reported profits of some $2 billion in 1991, is engaged in a sort of shell game with its Peabody Holding Co., spinning off non-union coal companies and then transferring existing lands from the unionized Peabody Coal and Eastern Associated Coal Corp. subsidiaries, the UMWA said.

The main purpose of the corporate

Continued on Page 5



Ronald Duffy

Wearing buttons declaring "We Want Justice," Willie Rudd, president of IUE's furniture workers division, speaks to reporters before a rally of Hood Furniture Manufacturing workers in Jackson, Miss. Hood worker John Jefferson looks on. The workers complain of low wages, racism and unsafe conditions, and some have been victims of reprisals since they rejected the company's "last and best offer."

Workers fight for dignity in old South

By James B. Parks
Jackson, Miss.

After working six years as a repairman at Hood Furniture Manufacturing, Thomas Mayes makes only $5.50 an hour to support himself, his wife and three teenaged children. He can't afford the $28 a week the company charges for health insurance, so he relies on the insurance from his wife's job.

"If you listen to them talk, you'd think we didn't want the same thing for our families that they do," Mayes said, "but we give the best we can. You just can't make it with the scrapings off the table that they give us."

"It's rough work. You get no kind of respect and no say-so — it's their way or no way," he said. "There is lots of racism" in the plant. "One of the (Hood) vice presidents said in a negotiating meeting that none of the workers was capable of being a supervisor. They just don't respect blacks."

African-American workers with years of seniority are routinely passed over for supervisory jobs, said Mayes. They continue working on the machines while young, inexperienced white workers get the high-paying jobs, Mayes said.

Hood workers have been struggling for four years to gain a contract after voting in 1989 to be represented by the Electronic Workers. The National Labor Relations Board dismissed company challenges and certified the election in 1991.

"The union would give us respect and our rights. We're not asking for much. I don't want to be rich. I'm doing it for my children," Mayes said.

Many of the employees don't make enough to feed their families even after a full workweek. Many are eligible for food stamps and Medicaid, which they need to survive.

"We need a union real bad," said Clyde Brown, a divorced mother of

Continued on Page 4

Labor gears up drive against flawed NAFTA

By Candice Johnson

The labor movement is turning up the heat on the proposed North American Free Trade Agreement as union members make the case against the Bush-negotiated treaty to their congressional representatives.

A petition campaign, a new video and several other similar projects are planned, all calling on President Clinton and Congress to fix the flawed treaty. Meanwhile, union members — through the federation's legislative action committees — are meeting with members of Congress in their home districts to outline concerns about NAFTA.

A major lobbying push was scheduled in California during the Easter recess, as unionists met with members of Congress and used billboards and radio ads to boost public support for side agreements to NAFTA that would provide some protections for workers, jobs and the environment.

A delegation of 150 union leaders from Wisconsin, led by state AFL-CIO President Jack Reihl, is traveling May 1 to Juarez, Mexico, where a number of companies with operations in Wisconsin now have opened maquiladoras. They will meet with Mexican workers and review maquiladora operations.

On their return, union leaders will meet with Rep. Thomas Barrett (D-Wis.), who has requested a briefing on the group's findings. Other members of the state's congressional delegation, including Rep. Gerald D. Kleczka, have expressed interest in the trip.

"Our mission right now is to influence the 'collateral agreements' now being negotiated by the United States, Mexico and Canada," said Mark Anderson, who heads the federation's task force on trade.

The AFL-CIO is pressing to win "worker rights and environmental standards and import protection, as well as other necessary changes in the existing draft agreement," Anderson said.

Some NAFTA backers in Mexico have sought to dismiss concerns about worker standards, pointing to Mexico's ratification of International Labor Organization conventions on labor and worker rights, compared with the United States's approval of just two conventions.

Yet enforcement of existing Mexican law and the ILO conventions is weak, with low wages, child labor violations, environmental and toxic pollution and other abuses routinely found in the maquiladoras.

Anderson added that since Mexico already has ratified the ILO conventions, negotiations over similar issues in the side agreements should pose little problem for the Mexican government.

Yet Mexico has resisted changing the Bush-negotiated NAFTA, claiming that the United States wants to "impose side deals on Mexico that infringe on Mexican sovereignty."

Members of the International Metalworkers' Federation, on a fact-finding trip to Tijuana, noted serious violations of international trade union rights, including harassment of union organizers, "company" unions used to control workers and worker exposures to toxic and environmental hazards.

In a letter to President Clinton, IMF General Secretary Marcello Malentacchi outlined the trade federation's findings and called on the United States to expand NAFTA to include trade union rights and environmental standards and protections.



GMP photo

Health and safety hazards at three glass industry plants in Mexico City are the focus of an investigation by the Glass, Molders and Pottery Workers. The GMP sent a team including two safety experts to the plants.

The AFL-CIO has called for major fixes to the NAFTA accord, including provisions to promote increased investment and earnings in the United States to help spur the creation of more American jobs.

A poll of major U.S. firms by the Wall Street Journal found that 55 percent were likely to shift some production to Mexico if NAFTA is ratified, and 24 percent are likely to use the threat of job loss to hold down U.S. wages.

Labor's contention that NAFTA is fatally flawed centers on such issues as the needed environmental cleanup of the U.S.-Mexican border area that has been described as a "2,000-mile garbage dump."

Also needed are enforceable rules to prevent companies from continuing to profit from operations in Mexico that pollute the land, air and water.

Labor rights and standards must be enforced through trade measures, with no country permitted to exploit workers to gain competitive advantage. The 1992 State Department "Country Reports on Human Rights Practices" noted some evidence that state and local Mexican governments may be conspiring with business leaders to repress unions and workers in the Mexican border plant.

As a result, in 1991, workers in the new and highly productive plants earned just slightly more than half of the average Mexican manufacturing wage and just 8 percent of the U.S. wage, the report said.

Baptist Home ordered by NLRB to show good faith in talks

By Sharolyn A. Rosier

Accusing Bethea Baptist Home in Darlington, S.C., of "stooping to the level of a common lawbreaker," the Food and Commercial Workers urged the nursing home to begin bargaining in good faith.

The appeal came in a March 24 news conference after Bethea was found by the National Labor Relations Board to have shown "contempt for the bargaining process."

"In a case like this, an NLRB finding of bad faith by an employer is virtually unheard of," said Eileen Hanson, a union representative. "Today we stand united as workers and as members of the community in demanding good-faith collective bargaining at Bethea."

Employees at Bethea — including nursing assistants, housekeepers and dietary and grounds employees — voted for representation by UFCW Local 204 in 1989. But the South Carolina Baptist Convention refused to bargain.

In the rarely issued bad-faith ruling, the NLRB ordered Bethea management to cease its unlawful activity and to meet the legally required obligation of good-faith negotiation with the union.

The board also ordered Bethea to retroactively grant two years of illegally denied annual wage increases to more than 70 employees, to reinstate a union supporter illegally fired in 1990, and to restore another worker to full-time status.

"The behavior of Bethea management is shameful, and a disgrace to our community," said Freddie Jolley, president of Operation H.E.L.P., a Darlington community action organization. "To steal a worker's livelihood through illegal firing is no different than robbery. We expect and demand better from the Baptist Home."

Dr. Mack Hines, pastor of St. Paul's Baptist Church in Mullins, S.C., called on Bethea's board of trustees "to search their hearts . . . and recognize that all workers have the right to life, liberty and the pursuit of happiness.

Other community leaders expressing concern over lawbreaking by Bethea management included Linda Byrd, president of the Darlington NAACP, and former state Sen. Frank Gilbert.

Bethea had declared an impasse unilaterally and committed numerous unfair labor practices away from the bargaining table, the board said, adding that the nursing home's conduct "manifests a mindset at odds with reaching an agreement with the union."

The board's opinion, signed by members James Stephens, Dennis Devaney, and Clifford Oviatt Jr., affirms an administrative law judge's findings that Bethea engaged in unfair labor practices under the National Labor Relations Act.

The board said Bethea threatened employees with loss of benefits if they selected the union, and admitted to making unilateral changes in company policy to pressure the union and to improve its bargaining position.

The company insisted on proposals that would have left the union "with fewer rights than imposed by law without the contract," the board pointed out. The company made no significant concessions and in fact proposed cutting back on existing terms and conditions.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 9 — MONDAY, APRIL 19, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

Clinton defense conversion plan 'positive step'

By James B. Parks

Unions greeted as "a very positive step" President Clinton's five-year, $20 billion proposal to help workers, communities and industries make the transition from defense work to commercial, civilian production.

The program, which features worker retraining and the creation of new technologies, "will help ensure America's working men and women are not forgotten in the wake of the Cold War," said Electronic Workers President William H. Bywater.

Some 2 million civilian jobs are expected to be lost because of a reduction in federal defense spending between 1987 and 1997. Data from the Bureau of Labor Statistics shows 700,000 fewer defense-related civilian jobs in 1992 than in 1987.

Unions representing defense workers pointed out that converting the nation's resources and workers from military to civilian production will require not just retraining, but an active policy of job creation and encouragement of U.S.-made products.

The government also must encourage new uses for abandoned military bases and underused production facilities and fund research into new civilian technologies such as the environment, transportation and infrastructure, they said.

Thousands of workers already have lost their manufacturing jobs in the defense industry to foreign competitors, said Bywater, who urged Clinton to recall all defense work being performed abroad to offset the impact of reduced defense spending.

"This president is listening to workers," Machinists President George J. Kourpias said. "For 12 years we've been shut out. Now we're leaning toward doing something to protect our future," he said. Some 200,000 IAM members work in the defense industry.

"Until President Clinton's overall economic program can generate the necessary jobs," Kourpias said, "our approach calls for...a program for unemployed defense workers that would compensate them, provide them and their families with full health coverage and train and/or retrain them until they can find other jobs."

Recognizing the need for a comprehensive defense conversion strategy in February 1992, the AFL-CIO Executive Council noted that "the national interest dictates that this country make the best possible use of the defense industry's accumulated resources, technology and worker skills.

"Precisely because the defense industry was built to meet the government's military requirements, the government has a unique responsibility to assure that these resources are effectively converted to the production of needed goods and services," the council said.

Pat Ziska, an assistant to Kourpias, said there should be a stronger emphasis on job creation and an earlier infusion of money to keep workers from being laid off while jobs are developed.

Many large defense contractors are reluctant to convert to producing new products, Ziska pointed out. He suggested the government could ease the transition by subsidizing wages for small start-up businesses using new technologies.

Brian Turner, president of the AFL-CIO's Work and Technology Institute, noted that some commercial conversions are obvious, including using an abandoned Air Force base as a new regional airport or using a naval shipyard to build new double-hulled ships.

Retraining is "absolutely essential" for employees displaced by military base closures and downsizing, said Professional and Technical Engineers President James E. Sommerhauser.

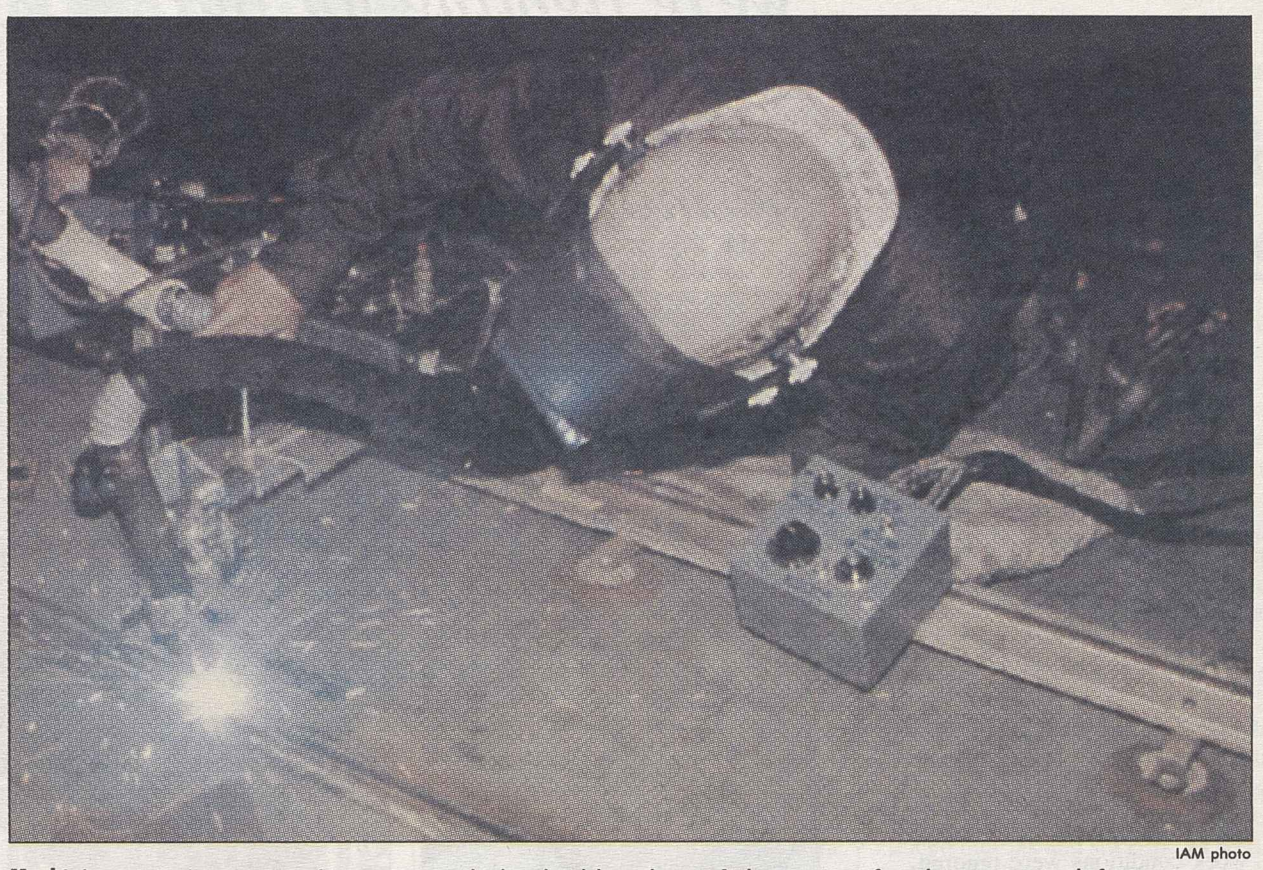
"There are all sorts of public works we could participate in instead of throwing out all the industrial knowledge that's there," he said.

The IFPTE is fighting to ensure that displaced employees are eligible for retraining and that they retain health benefits, Sommerhauser added.

Civilian workers who lose their jobs need special incentives to ensure that as few as possible "go involuntarily into the streets," said Government Employees President John N. Sturdivant. More than a third of AFGE members work for the Defense Department, he said.

The AFGE is backing incentives such as early retirement, relocation, retraining, severance pay, priority placement in available jobs and continuation of health care to provide a "soft landing" for those workers.

A study by the Economic Policy Institute suggested that workers be involved in planning for conversion.



IAM photo

Machinist at Bath Iron Works in Maine helps build a class of destroyers for the nation's defense.

Labor seeks help to keep shipyards afloat

Organized labor is mounting an effort to save U.S. commercial and military shipbuilding and repair jobs being lost to foreign subsidies.

One-third of all U.S. shipyards have closed and 240,000 workers have lost their jobs since 1981, when President Reagan unilaterally terminated all commercial shipbuilding subsidies to U.S. operators. At the same time, foreign shipbuilders have thrived as government subsidies reduced costs by 25 percent to 30 percent.

The Navy has contributed to the collapse of the industry by having a significant amount of its shipbuilding and repair work performed by foreign workers at foreign ports, said Ande Abbott, director of the Boilermakers shipbuilding division.

"It is time to re-evaluate the Navy's policy of sending major military repair work to foreign shipyards," said James E. Sommerhauser, president of the Professional and Technical Engineers.

Even as the Navy intends to close shipyards and lay off thousands of shipyard workers, it is continuing to assign a significant amount of its major ship repair work to foreign bases, especially in Japan, Sommerhauser said.

"This is particularly disturbing in light of the current trade imbalance between the United States and Japan and the closing of all but a handful of private U.S. shipyards in the past two decades," said Paul Burnsky, president of the AFL-CIO Metal Trades Department.

A recent General Accounting Office report found that the Navy spent more than $200 million between 1987 and 1991 on ship repairs by foreign contractors. The Labor Coalition to Save U.S. Shipyards says that figure is too low and does not take into account the labor subsidies paid by Japan.

To get the U.S. business, the Japanese government currently pays 43 percent of all labor costs on U.S. Navy vessels repaired in that country. By 1996, it will pay 100 percent.

Rep. Sam Gibbons (D-Fla.) has introduced the Shipbuilding Trade Reform Act, H.R. 1402, which would amend U.S. trade laws to protect U.S. shipbuilders from unfair foreign competition.

The bill would require that any ship calling at U.S. ports, and flagged in a shipbuilding country, be built without market-distorting foreign subsidies. Any subsidies that were used to build the ship would have to be repaid, by the shipyard or the operator, before the ship is allowed to dock in the United States.

— James B. Parks

Project VOTE! a winning operation in 1992 campaign

Organized labor's efforts to register African-American and low-income voters helped to provide the margin of victory for Bill Clinton in several key states in the 1992 election.

Project VOTE! registered 560,000 new low-income and minority voters and broke registration records in Pennsylvania, Michigan and Illinois, said executive director Sanford A. Newman. The non-partisan group registers voters who share labor's concerns.

Service Employees President John Sweeney has been elected chair of Project VOTE!'s Labor Support Committee, succeeding President Moe Biller of the Postal Workers.

In 1992, Project VOTE! registered 42,238 low-income and minority voters in Ohio. Past registration drives had netted 66,175 new voters. The combined total of 108,413 exceeded Clinton's margin of victory by 20,000 votes.

Newman said the group also can claim credit for helping to provide the margin of victory for four members of Congress — Marjorie Margolies Mezvinsky (D-Pa.), Carol Maloney (D-N.Y.), Bob Carr (D-Mich.) and Marilyn Lloyd (D-Tenn.).

The registration of black voters in 1992 also was boosted by the A. Philip Randolph Institute, which carried out more than 100 voter registration drives around the country, said APRI President Norman A. Hill.

The total number of African-American voters increased 13 percent nationally over 1988, Hill said. In the 16 states with the most black voters, the increase was 28.4 percent.

Hill said the black vote provided the key to Clinton's winning in eight states — Georgia, Kentucky, Louisiana, Maryland, Michigan, New Jersey, Ohio and Tennessee.

Black votes also were crucial to victories by Sens. Carol Moseley Braun (D-Ill) and Ernest Hollings (D-S.C.) and N.C. Gov. Jim Hunt (D), APRI reported.

"We shall not be moved. We're fighting for our freedom. We're fighting for our children. We shall not be moved."

— From traditional hymn

Continued from Page 1

four, who made $4.40 an hour before she was discharged for wearing a union T-shirt. "We're being overworked and underpaid. The more you do, the more you're pushed to do," she said. "There's a lot of racism in the plant. In the offices, blacks and whites work on different sides," she said.

Brown, who had more than 17 years' experience in other factories, said she had to ask for a back brace to allow her to lift heavy loads. Any suggestions she made for improving work conditions were ignored.

Although Brown only missed one day of work, she was fired for excessive absences after she wore her IUE T-shirt to work, she said.

To Sammy Williams, a repairman for two years, Hood is the "worst place I ever worked. If my wife, a school teacher, didn't make the money she makes, we couldn't make it," said Williams. The father of four makes $5.15 an hour.

"We have no benefits, no insurance. Most of the people who are trying to get a union get treated real bad," he said.

John Jefferson, a sprayer for six years, has to work two jobs to make ends meet. "There's nothing but a bunch of Klansmen in that place. I've never seen a plant like it."

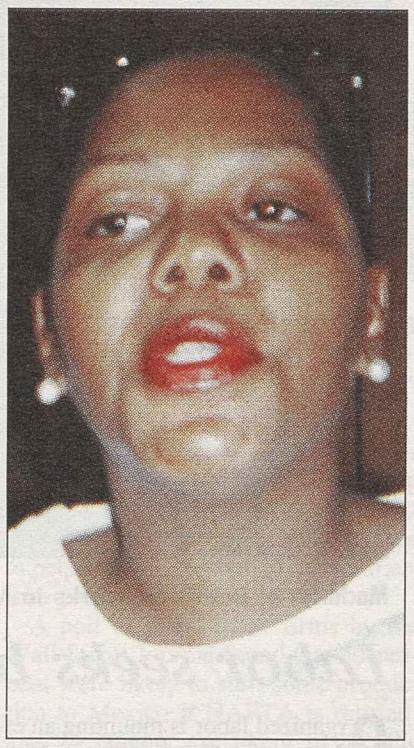
After Jefferson began working on behalf of the union, he was required to take a drug and alcohol test, which he passed. "They (management) tested me for everything. They were walking around acting like it was done that I was gone. After I passed, they were all walking around with their mouths hanging open."

Workers also complain that working conditions are unsafe and unhealthy, said Willie Rudd, president of IUE's furniture workers division.



"If you listen to them talk, you'd think we didn't want the same thing for our families that they do."

— Thomas Mayes



"We need a union real bad. The more you do, the more you're pushed to do."

— Clyde Brown, who has since been fired for wearing IUE T-shirt

There are so many roaches, rats and mice in the break room that workers cannot eat their lunches, he said. Roaches and vermin also are common throughout the plant.

Whenever there is a heavy rain, workers have to perform their jobs standing in water, sometimes near machinery. Workers also complain of getting sick due to improper ventilation of fumes in the plant, he added. Many workers also suffer from back problems due to heavy lifting.

The union has asked to reopen negotiations after workers rejected what the company called its best and last offer. Key issues include the company's offer of a 35-cent raise in the first year of a three-year contract with no additional increases, said Aletha Johnson, an IUE international representative. Hood officials also have refused to consider pension benefits or a dues checkoff, she said.

The company's response has been to discharge several workers who were active in the union effort. The union plans to file complaints with the NLRB on the firings, Rudd said. The NLRB also has yet to act on previous complaints of unfair labor practices against Hood, including failure to bargain in good faith, intimidation and harassment of workers.

The AFL-CIO is providing support and assistance through its Strategic Approaches Committee and has added the company to its boycott list. Community support has mushroomed as religious and political leaders have called on the company's owners — one of the most powerful and wealthiest families in the state — to negotiate with the 95 percent African-American work force.

About 100 Hood workers and supporters staged an informational picket outside the Hood pavilion at a national furniture exposition April 16 in High Point, N.C. One strong supporter, state legislator Bennie Thompson won a special election April 13 to fill the congressional seat vacated when Mike Espy was appointed secretary of agriculture. The Rev. Jesse Jackson also led a rally of Hood supporters April 13.

But the real key to any victory will be union and worker solidarity. "People make the union," said Clyde Brown. Solidarity among the workers remains high. More than 80 percent of the 400 employees have joined the union, Johnson said. "I'm confident we'll get a contract," she added.

"The union has given the workers a new sense of empowerment," Johnson said. "In the end, that will help the whole community."

"In unity there is strength," Rudd told the workers at an April 4 rally. "Keep the faith, keep the unity and we will win a contract," he said.

That strength in unity was summed up in a song the workers sang during a recent rally. Paraphrasing the hymn, "We Shall Not Be Moved," the workers declared "We shall not be moved . . . We're fighting for our freedom . . . We're fighting for our children . . . We shall not be moved."

Teamsters fight shady Diamond Walnut decertification vote

By James B. Parks

Diamond Walnut Growers rigged a 1992 election to decertify the union, the Teamsters charged in complaints filed with the National Labor Relations Board.

The election, held after union members were forced on strike and "permanently replaced," included votes from scabs who were promised permanent employment and then fired just days after the election, the union charged.

The alleged illegal activities by Diamond Walnut illustrate the extremes to which many employers are going in an effort to break unions and further demonstrates the need for Workplace Fairness legislation, H.R. 5 and S. 55, to ban the use of "permanent replacements" for striking workers.

"We believe Diamond Walnut bribed workers to vote against the union and illegally inflated the 'No' vote by hiring large numbers of replacement workers who were fired just days after the election," said Lucio Reyes, secretary-treasurer of IBT Local 601. Reyes said he was not surprised the union lost the vote, given the company's alleged illegal activities.

The NLRB has ordered hearings on the charges. Ongoing hearings on the company's conduct during the election resume April 22. If the board agrees with the union's objections, a new election would be held this fall.

More than 500 IBT members walked out in September 1991 after the company demanded significant wage and benefit concessions. In 1986, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy and union negotiators were seeking to catch up.

The company hired predominantly white males to "permanently replace" the striking workers, who are 70 percent female and 80 percent Hispanic, African-American, Indian or Pakistani. Some 40 percent are single mothers. Under current labor law, both replacement workers and striking workers can vote in decertification elections.

Management promised these scabs permanent employment if they voted against the union, said IBT spokesperson Barbara Christie. They offered gifts including $300 worth of groceries and a color television to encourage the scabs, who made as little as $4.50 an hour, to vote for decertification.

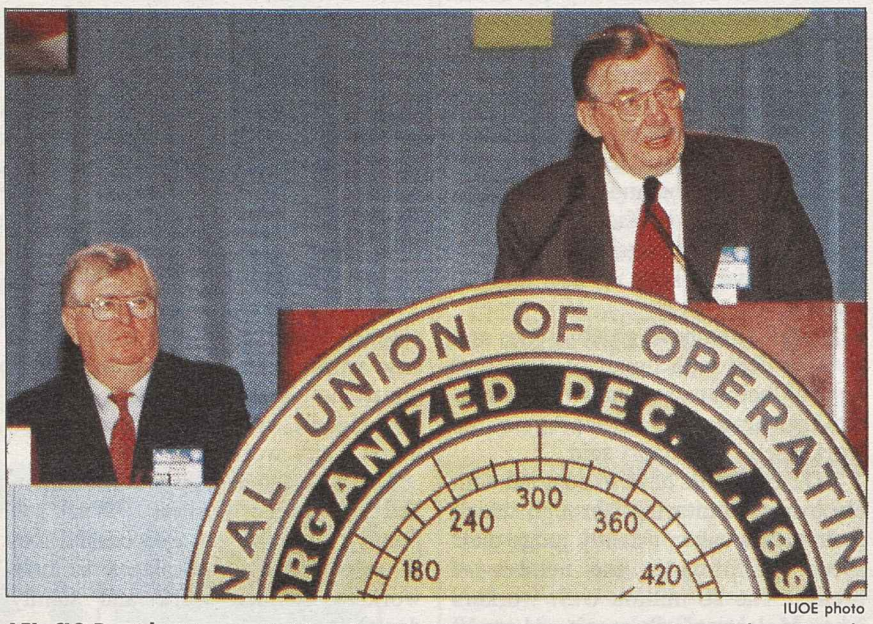
The union claims the company hired many scabs just before the polling period to manipulate the vote, then fired 250 of them a few days after the election. The strikers and scabs voted at different times, with the votes counted together. Some 450 striking workers voted in August 1992, while some 725 "permanent replacements" voted in October.

At the first day of NLRB hearings on the charges, one witness testified that she was threatened when she spoke out against management's tactics.

Meanwhile, an environmental group announced it will sue Diamond Walnut for failing to file federally required reports on its release of toxic chemicals into the air and water.

"Diamond Walnut uses over 60,000 pounds of methyl bromide and over 75,000 pounds of propylene oxide per year," said Jon Mayer, the Northern California director for the National Toxics Campaign Fund. "The company should not be allowed to conceal information from the public about how it uses and disposes of such large amounts of dangerous chemicals."

Methyl bromide is listed by the Environmental Protection Agency as a category I toxin, the most dangerous category, and propylene oxide is a recognized carcinogen, Mayer said.



IUOE photo

AFL-CIO President Lane Kirkland, with Operating Engineers President Frank Hanley at left, addresses IUOE convention.

IUOE foresees job training as key to union's future

By Sharolyn A. Rosier
Chicago

The Operating Engineers learned of new efforts to create jobs for union members and made their own plans to boost employment through the union's training programs.

''Necessary skills translate into jobs and keeps them working,'' IUOE President Frank Hanley told delegates to the union's 34th convention, pointing to IUOE's Hazmat Training Program as an example.

''We figured out long before all these economists and analysts, who are now on the bandwagon, that training was the key to staying competitive, productive and working,'' said Hanley.

Delegates passed resolutions on environmental clean-up training, hazardous waste removal and performance standards, as well as school-to-work apprenticeship training.

They also agreed to freeze per capita for the next five years and unanimously re-elected Hanley and Secretary-Treasurer N. Budd Coutts to their second terms.

The Hazmat Training Program has qualified more than 600 instructors and 20,000 IUOE members to work with hazardous wastes and materials since 1988. It includes an intensive 80-hour ''train-the-trainer'' program at the National Mine Health and Safety Academy in Berkley, W.Va., with those skills transferred to workers at the local level in 40-hour training courses.

AFL-CIO President Lane Kirkland praised the Clinton administration's commitment to job training and to job-creating economic stimulus, noting, ''After 12 years of an administration that was hostile toward workers, we have a golden opportunity to turn things around. But it will take hard work — more than if we had lost.''

Success in the federation's primary legislative goals — fair trade, health care reform, Workplace Fairness and occupational safety and health reform — will reverse the anti-worker trend of the 1980s, Kirkland said.

''We all have a stake in how this legislation fares in Congress,'' he said. ''It is evident with the Republican filibuster of the president's budget in the Senate that we will need union members to stay in contact with their members of Congress.''

The benefits of Clinton's economic stimulus plan also were touted by Michael Madigan, speaker of the Illinois House of Representatives, who noted that the economy slowed job creation in the construction industry in the Midwest. ''(But) McCormick Place (in Chicago) is being built by thousands of union workers,'' he said.

The AFL-CIO's Housing Investment Trust also is at work trying to create jobs for union members, HIT Chief Executive Officer Steven Coyle said, describing a new infrastructure investment program with pension funds controlled by the trust.

''In my travels to about 35 cities across the country, I've found too many neighborhoods have become unlivable,'' Coyle said. ''These neighborhoods were once opportunities and hope for people but they are now deadend streets for millions of people.''

HIT will invest $500 million in union pension funds, leveraging another $500 million from matching government and private investments, to build affordable housing with union labor in 25 cities across the country, Coyle said.

At the same time, union construction jobs are being undercut by foreign companies like BMW, said Building and Construction Trades Department President Robert A. Georgine, who described BMW's plans to build a non-union plant in Spartanburg, S.C. ''They were guaranteed a union free environment complete with low wages by the governor of South Carolina,'' he said.

''BMW is based in Germany, where 90 percent of the workers are union,'' Georgine told the delegates. ''South Carolina competed with Third World countries because their wages are so low. Foreign countries come here because we're easy pickings. We have to stop this because there is no way we can let this company come in and reduce our standard of living.''

Other speakers at the convention included Michael Sacco, president of the Seafarers; Elmer Chatak, president of the Industrial Union Department; James McCambly of the Canadian Federation of Labour; and Gov. James Edgar (R-Ill).

Labor sends message on Mine Worker jobs

Continued from Page 1

shuffling, the union contends, is to prevent laid-off union members from obtaining jobs in newly opened mines. The UMWA, which demanded information on these corporate structures before bargaining could begin, is seeking job security language allowing union members to gain jobs that are shifted to other subsidiaries.

That message will be delivered April 24, when demonstrations and rallies will be held in Los Angeles outside the Beverly Hills home of Lord Gordon White, chairman of Hanson Industries, and in St. Louis outside the headquarters of Peabody Holding Co.

A rally and demonstration also is planned May 1 in Pittsburgh outside the headquarters of Consol Energy Inc., whose chief executive officer is chief negotiator for the BCOA.

Consol Energy is the holding company for all the coal lands owned by E.I. Du Pont de Nemours and Co. The 1988 contract, which expired Feb. 1 but has been extended to May 3, requires companies to hire three of five new workers from a panel of laid-off UMWA members, but Consol has claimed the contract does not apply to its newly created mines.

In a speech to a group of Wall Street investors March 3, UMWA President Richard Trumka pointed out that ''the vast majority of UMWA members individually have decades of sweat equity invested in their companies. They have at least as much stake in the future of their companies as managers and shareholders.''

The corporate campaign has been expanded further through the AFL-CIO Industrial Union Department, which is helping to coordinate in-plant solidarity activities at unionized Hanson facilities on April 27. IUD has circulated buttons and stickers, as well as leaflets explaining the connection between Hanson, Peabody Coal and those facilities.

''The BCOA's systematic, long-term strategy of double-breasting threatens the very existence of the union,'' IUD President Elmer Chatak said in a letter to affiliated unions. ''The (current) extension of the contract may only be the beginning, not the end, of this fight.''

UFCW, RWDSU tentatively agree to 'natural' merger

The Food and Commercial Workers and the Retail, Wholesale and Department Store Union have reached a tentative merger agreement.

If approved in membership ratification votes to be held by both unions, the merger will take effect Oct. 1.

The merger would create an RWDSU council, based in New York, to be headed by RWDSU President Lenore Miller. The agreement also provides for a four-year period during which RWDSU can terminate the merger.

UFCW President William Wynn called the proposed merger ''a natural'' for bringing together two unions that share a common jurisdiction and strong commitment to organizing workers.

Both unions have been helping workers gain union representation and rights in poultry, catfish and other processing plants, especially in the South, as well as representing workers in retail sales industries.

Miller said the proposed merger will continue efforts under way by both unions ''to assure growth and progress and a truly decent standard of living'' for members and workers seeking the benefits of a union contract.

RWDSU will hold delegate meetings in June and July for members to vote on the proposal, while the UFCW will submit the agreement to its executive board and to the union's convention in July.

Wisconsin state workers vote 'Union Yes' in AFT campaign

Some 3,600 workers at Wisconsin state offices and some operations of the University of Wisconsin have voted for union representation by the Wisconsin Professional Employees Council, an AFT affiliate.

The financial, computer, legal and other professional staff voted 1,744 to 1,155 for the union, a 60 percent margin. The victory followed a two-year campaign.

Some 1,200 computer specialists make up the largest single group, with about 500 of them employed by the university.

The new unit also includes the state departments of health and social services, revenue, administration, natural resources and the office of the insurance commissioner.

Also gaining representation by WPEC are public defender office investigators, auditors, and law enforcement agents who are involved in fighting white-collar crime and drug trafficking.

Campaign director John Berg said the unit has established three committees — constitution, membership and bargaining — with plans to present a constitution and hold election of officers in June and to begin negotiations in July.

AFT President Albert Shanker said the Wisconsin win was ''a perfect example of success — a large group of professionals who wanted union protection.''

Another AFT affiliate, the State Employees Council, represents state attorneys, science professionals and public defenders who are state employees.

Other University of Wisconsin employees are members of AFSCME.

ILO: Job stress costly to workers, employers

Job stress has become such a drain on the economies of industrialized countries that employers soon must recognize the need to fundamentally restructure their workplaces, an International Labor Organization report said.

Work stress costs the U.S. economy $200 billion a year through diminished productivity, compensation claims, absenteeism, health insurance and direct medical expenses, the report said.

While stress has long been associated with the white-collar work force, "the more we studied, the more we discovered that stress affects blue-collar workers," said Vittorio DiMartino, the ILO's expert on job stress.

Stress often causes accidents on the job. In 1991, workplace accidents killed 9,900 Americans, disabled another 1.7 million and cost $63.3 billion, according to the National Safety Council. In 1980, stress claims accounted for only 5 percent of all occupational disease claims in the United States, but that figure had risen to 15 percent by 1989, the ILO study said.

"A person under stress is an accident waiting to happen," one U.S. investigator told the ILO researchers.

About 1 million workers are absent from work every day because of stress-related disorders, according to an estimate by the Metropolitan Life Insurance Company.

High turnover is another effect of stress. A 1991 survey by the National Life Insurance Company found that 14 percent of workers had quit their jobs over the past two years because of stress, with another 33 percent expecting to "burn out" soon.

Employers have started to notice the increasing costs of stress, but they are responding in small steps such as employee assistance programs that deal with the effects of stress instead of the causes, the study said.

The ILO recommended that employers give workers greater control over their workplace. Workers should be able to participate in company decision-making, take responsibility through work teams, and have access to more flexible work schedules, such as flextime and job sharing, the ILO said.

The most stressed workers are: manual laborers, police officers, nurses, department directors, postal workers, teachers, waiters, bus drivers and video display terminal operators, the study said. Other stressful jobs include certain managerial jobs, firefighting, mining and air traffic controlling.

In a U.S. study of 20 different occupations, assembly workers and machine operators experienced the most anxiety, depression and sleeplessness. The main cause of factory workers' stress is "machine pacing," in which workers have to keep up with moving machinery.

Nurses often have grueling jobs and have to deal with dying patients, but most of their stress seems to stem from the organization of the work, not the work itself, the report said.

VDT operators have to contend with electronic monitoring, through which their bosses can constantly judge their speed, performance and number of breaks. The 20 million U.S. workers who are electronically monitored are 10 to 15 percent more likely to suffer stress-related conditions, the report said.

The ILO cited several models on how to combat stress in the workplace, including stress committees that unions are establishing based on existing health and safety committees.

In the "excellent" example of UAW District 65 in New York and New Jersey cited by the study, workers formed a committee that has allayed a range of stressors, from unclear vacation policies to poor lighting and crowded work conditions.

Communications Workers Local 1180 in New York negotiated limits on caseloads and improved training for case workers after a study by an occupational health consultant showed high levels of burnout among the union's city workers.

The ILO also held up the Oil, Chemical and Atomic Workers' "Work and Family Program" as a successful tool in restructuring workplaces to help workers balance work and family demands.

— Press Associates

Inbrief

Unions seek dismissal of asbestos agreement

The Service Employees and the Sheet Metal Occupational Health Institute Trust have asked the Environmental Protection Agency to withdraw a consent agreement on its asbestos exposure standard.

The groups say the proposal could lead to greater worker exposure and less manufacturers' liability. The agreement was proposed in the wake of a lawsuit by the Safe Buildings Alliance seeking clarification of the EPA's National Emissions Standard for Hazardous Air Pollutants.

SEIU Director of Safety and Health Bill Borwegen and the Sheet Metal Institute's Lynn MacDonald said the agreement was an attempt by the manufacturers' group to reduce former asbestos manufacturers' liability and that it undermines previous guidance documents.

Borwegen also said it would minimize concern over asbestos-laden buildings and thus continue to jeopardize building service workers and occupants.

OSHA to survey ergonomic programs

The Occupational Safety and Health Administration plans to conduct a nationwide survey on workplace ergonomics programs early next month.

The agency has sent letters asking companies to participate in the voluntary survey to determine the extent and effectiveness of such programs.

OSHA is interested in determining how companies identify jobs with potential ergonomic hazards and what they do to avoid or reduce such hazards, as well as information on ergonomic health management, education and training.

The survey is to be conducted by telephone interviewers from a Washington consulting group.

SEIU photo

Health care workers represented by Service Employees Local 399 in Los Angeles conduct a one-day strike April 1 after Kaiser Permanente presented the union workers with a final offer that included pay freezes for workers. Pointing to record profits by the company for the past few years, the 12,000 workers have called for the same economic gains agreed to by Kaiser Permanente in northern California.

Paperworkers upheld in proxy challenge

The Paperworkers have won a legal challenge in its case against International Paper Co.'s misrepresentation of its environmental record.

The U.S. Circuit Court of Appeals for the 2nd District upheld a district court ruling that the company violated securities law by making misleading statements that omitted crucial facts about its environmental record in the firm's 1992 proxy statement to shareholders.

The company's record was the focus of a shareholder resolution calling for compliance with the Valdez Principles to provide accountability for environmental policies.

In its response, the papermaker failed to include substantial amounts of negative factual information, UPIU said. The union's suit charged the company with intentionally misleading stockholders to defeat the resolution.

UPIU said the company filed information with the Securities and Exchange Commission but did not share it with stockholders, including that the company had been accused of a number of environmental offenses, had pleaded guilty to felonies for environmental law violations and paid a $2.2 million fine in connection with its Androscoggin Mill in Jay, Maine, and had been cited in numerous other complaints.

"This is the most significant decision to date from any court dealing with the limits on management's response in its proxy statement to shareholder resolutions," said UPIU attorney Rich McCracken. "It will have a bearing in how every company responds to such resolutions.

"On environmental matters, companies will be faced with either saying nothing about their environmental record, or presenting a fair and accurate description including the negative things," he said.

The appeals court's three-judge panel ordered the company to resubmit the resolution to the 1993 shareholders' meeting and expand it to include a description of the court's ruling. In addition, the court upheld the lower court's ruling that IP must pay the UPIU's legal fees stemming from the lawsuit.

Malawi condemned for keeping Chihana jailed

By James B. Parks

The world labor community roundly condemned Malawi for its continued incarceration of pro-democracy activist and trade union leader Chakufwa Chihana after courts rejected an appeal on his conviction for sedition.

''The international community will not let itself be deceived by their judgment,'' said Enzo Friso, general secretary of the International Confederation of Free Trade Unions. ''The whole trial was a farce, and only aimed at silencing the pro-democracy opposition movement in the run-up to the June referendum.''

The ICFTU reiterated its call for Chihana's immediate release and, expressing concern over his health, urged officials to let doctors examine him.

Chihana was arrested April 6, 1992, as he was returning to his home in Malawi after meeting with opposition forces outside the country. Authorities closed down the offices of the Southern Africa Trade Union Coordinating Council, which Chihana heads, and arrested six employees.

Chihana was held without trial for two months, was eventually charged with sedition and sentenced on Dec. 14 to two years hard labor. In rejecting his appeal on March 29, the Malawian Chief Justice reduced the sentence to nine months.

Chihana received the Robert F. Kennedy Human Rights Award on Nov. 20, 1992. During the awards ceremony, AFL-CIO President Lane Kirkland hailed him as ''one who not only stands ready to die for the cause of democracy and human rights, but who also has the courage to keep on living and fighting against the odds at a time when life truly is 'more terrible than death'. . . We are proud to stand with him and to call him our brother in trade unionism.''

The International Labor Organization also called for Chihana's release. In March, the ILO's Committee on Freedom of Association upheld a complaint against the Malawian government lodged by the ICFTU. The ILO also urged Malawi to reopen the SATUCC offices and to allow them to operate without restriction.

In response to appeals from the AFL-CIO and other groups, several governments, including the United States, suspended aid to Malawi until it ended human rights abuses. This intense international criticism and pressure caused Malawi's President Hastings Banda to agree to schedule a referendum on his one-party rule for June 14.

Senate Joint Resolution 74 condemning Malawian repression was introduced March 26 by Sens. Edward Kennedy (D-Mass.), Nancy Kassebaum (R-Kans.), Paul Simon (D-Ill.) and Arlen Specter (R-Pa.).

The resolution addresses the continued incarceration and harassment of dissidents in Malawi; the restrictions on freedom of speech, press and assembly; and the repeated short-term arrests of opposition leaders in order to impede pro-democracy efforts. It also outlined conditions for resumption of U.S. aid, including the release of Chihana.



John Enagonio/UPIU

Paperworkers and other union members walk a picket line March 24 in front of the Embassy of Norway in Washington to protest the actions of LignoTech USA, a subsidiary of Norway's multinational Borregaard Group. UPIU represents employees at LignoTech's Rothschild, Wis., plant, where management has eliminated most seniority rights and the right to arbitrate grievances, among other restrictive conditions. The picketers were in Washington for the Industrial Union Department legislative conference.

Newsmakers

The Executive Council of the AFL-CIO Industrial Union Department has voted to expand its membership from 25 to 30 members in order to permit the election of more women. ''Women are under-represented on our council, and we need to change that,'' said IUD President **Elmer Chatak.** He appointed a committee chaired by Communications Workers President **Morton Bahr** to make recommendations to the council.

A testimonial dinner honoring **Msgr. George Higgins** was to be held at the University of Notre Dame April 16, in conjunction with the 6th annual labor conference April 17 and 18.

Theresa Healy McKenna, editor of the National Council of Senior Citizens' magazine ''Senior Citizen News,'' retired March 31. Before joining the NCSC in 1974, McKenna worked for the Electronic Workers, the New Jersey CIO and The New York Times.

AWARDS

Eleven union Boy Scout volunteers have received the 1993 AFL-CIO Wood Badge Scholarships, which provides tuition for advance training for adult Scouting volunteers. The winners are: Letter Carrier **John Alvin Auten Jr.** of Baltimore; NALC member **Thomas J. Anspach** of Westfield, N.J.; Communications Worker **Burt Faustmann** of Bellmore, N.Y.; NALC members **Joseph M.** and **Ruth Scheirich,** Boca Raton, Fla.; Fire Fighter **Everett Mark Baland** of Allen, Texas; Steelworker **Teri L. May** of Ontonagon, Mich.; AFSCME member **Grant Charles Forsyth** of Proctor, Minn.; Machinist **David Kraher** of Sullivan, Mo.; Food and Commercial Worker **Terry Elliot** of Fairbanks, Alaska; and CWA member **Karen Rambo** of Portland, Ore.

DEATH

Vincent J. Sirabella, recently retired director of organizing for the Hotel Employees and Restaurant Employees, died April 6 in Washington, D.C. He was 70.

He had served the international as organizing director since 1983 and as a vice president since 1981. He also was director of HERE's western regional office, president of the Greater New Haven (Conn.) Labor Council and a vice president of the Connecticut AFL-CIO.

''All of us who had the good fortune to work with him over the years respected his great talent for bringing together the best traditional trade union principles, the most innovative new ideas and a truly heartfelt devotion to his work to help working men and women organize their unions,'' AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue wrote to Sirabella's wife, Jean.

Besides his wife, he is survived by two sons, Vincent J. Jr. and Stephen; one daughter, Lisa; two brothers, Anthony and Mario; two sisters, Gloria and Patricia; and three grandchildren. Memorial contributions may be made to So Others Might Eat, 71 O St. N.W., Washington, D.C. 20001.



Carmen Del Donne

Ted Silvey, a retired union activist and publicist, displays the original constitution of the Congress of Industrial Organizations along with a composite picture of the 1943 CIO Executive Committee, which he presented to Electronic Workers President William H. Bywater March 23. Silvey found the constitution in an old carriage house owned by IUE in 1961 and then stored it in his attic for three decades.

Resources

PUBLICATION

Organized Labor and the Church: Reflections of a Labor Priest, by Msgr. George G. Higgins, is now available. Higgins life's work, AFL-CIO Secretary-Treasurer Thomas R. Donahue says in the foreword, has established him as ''a giant figure whose place in the pantheon of the social thinkers and social activists has long been secure.'' The book is written with journalist William Bole and is available for $12.95 from the Paulist Press, 997 Macarthur Blvd., Mahway, N.J. 07430. It can also be ordered by phone, 201/825-7300, or FAX, 201/825-8345.

Confronting Reproductive Health Hazards on the Job: A Guide for Workers, published by the Massachusetts Committee on Safety and Health, is a resource guide for the 20 million men and women in the United States who are daily exposed to chemicals and conditions on the job that can affect their reproductive health. Send $7.95 plus postage of $1.05 to 555 Amory Street, Boston, Mass. 02130, or call 617/524-6686.

The following new and revised fact sheets have been prepared by the AFL-CIO Department of Legislation: Family and Medical Leave Act of 1993; One Strike and You're Out — The Battle for Workplace Fairness; Balanced Budget Amendment: A Formula for Economic and Constitutional Disorder; and the North American Free Trade Agreement: Threat to American Jobs and Exploitation of Mexican Workers. Copies may be obtained from the Department of Legislation, 815 16th Street, N.W., Washington, D.C. 20006.

FESTIVAL

The Seventh Annual Great Midwest Labor Jam will be held May 8 in Fort Madison, Iowa. Contact Tom Cale of Food and Commercial Workers Local 617 at 319/372-1098.

CONFERENCES

The Labor Committee of the President's Committee on **Employment of People with Disabilities** will present a Labor Symposium May 11 from 9 a.m. to 4:30 p.m. at the Cervantes Convention Center in St. Louis. Plenary sessions will discuss labor's point of view and responsibilities under the Americans with Disabilities Act in areas including collective bargaining, workers compensation, alternative dispute resolution and insurance. A $20 registration includes lunch and all materials. Contact the AFL-CIO Department of Civil Rights at 202/637-5271.

Play sets stage for Workers Memorial Day

Continued from Page 1

problems, said Becky Plattus, ILGWU director of safety and health.

Factories like Mademoiselle Knitwear and Nicole Miller have put ergonomic plans into effect to stop the rise of disability among garment workers, which is especially problematic for workers on piece rates.

Rep. Maloney pointed to the improvements in working conditions at the two sites because of labor-management cooperation and expressed the hope that such programs could improve American competitiveness while creating better places to work.

''Such cooperation is critical if we are to succeed in reducing the staggering number of work-related injuries and deaths which continue to plague the American workplace,'' she said, reiterating her support for the Comprehensive Occupational Safety and Health Reform Act (H.R. 1280).

The North Central Florida AFL-CIO has chosen to involve the community in Workers Memorial Day by demonstrating the plight and problems of American workers with the play, ''Working.''

The play is an ensemble piece, offering a series of vignettes about how jobs affect people's lives. Twenty-eight characters including bricklayers, secretaries, teachers and waitresses deliver monologues or songs in the musical.

''Many workers are unaware of the safety and health dangers people encounter on jobs,'' said Elsie Allen, volunteer director for the North Central Florida AFL-CIO and member of Carpenters Local 1278.

Terry Klenk, an Actors' Equity member who directs the play, told the Gainesville Sun that ''the words of these people ring true. Through the 1980s, we realized work had gone overseas and plants were closed.'' But now people want the hope of a better life and are tired of focusing on the negative, he said.



L.E. Baskow/Gainesville Sun

''Working,'' based on the book by Studs Terkel, was produced by the North Central Florida AFL-CIO as a Broadway-style musical to involve the community in this year's Workers Memorial Day.

Adapted from the book by Studs Terkel, the play focuses on workers' difficulties and what a union can do to help. ''In a right-to-work state, we're easily invisible, but this play will help us educate people on all workers' problems, whether union or non-union,'' Klenk said.

The cast is made up of students, a member of the AFT and a retired Fire Fighter who also is helping with staging.

These and hundreds of activities ranging from moments of silence to rallies and candlelight vigils are being planned by workers and their unions as they continue to ''Fight for the Living,'' the theme for Workers Memorial Day.

Many activities are focused on educating unionists and other members of the community on the reform legislation.

The Chicago AFL-CIO is planning a conference to discuss how the reform legislation will affect various industries such as construction and transportation, as well as the public sector.

''Last year we 'mourned for the dead' by building a memorial in Springfield,'' said Don Turner, assistant to Chicago AFL-CIO President Robert M. Healey. ''But, keeping this year's theme in mind, we moved to 'fight for the living.'''

Informing unionists of provisions of the current legislation ''will add to the power our members have when they write or talk to members of Congress,'' Turner added.

For the third consecutive year, the local federation also will work in cooperation with the Chicago Department of Community Services to educate youth in Chicago Public Schools on the labor movement and occupational safety and health.

In Johnstown, Pa., high school students will be given the opportunity to win a scholarship in an essay contest on occupational safety and health, sponsored by the Johnstown AFL-CIO.

INSIDE

1 ***Labor rallies boost Mine Workers' fight***

The UMWA takes its case for a new contract with job security across the country in labor rallies and in-plant activities, coordinated by the AFL-CIO Strategic Approaches Committee.

1 ***Hood workers seek voice on the job***

Hood Furniture workers tell how they turned to the Electronic Workers to gain respect, justice and a say on the job, as well as relief from ''the worst job I ever had.''

2 ***Unionists outline flaws in NAFTA***

Unionists are taking their complaints with the North American Free Trade Agreement to members of Congress in meetings in home districts and through a planned petition drive.

3 ***Clinton offers hope for defense workers***

Unions cheer President Clinton's offer of a five-year, $20-billion plan to help defense workers and their communities shift jobs and skills to innovative civilian efforts.

5 ***UFCW, RWDSU set tentative merger***

The Food and Commercial Workers and the Retail, Wholesale and Department Store Union will vote this summer on a merger proposal described as a ''natural.''

6 ***Job stress grows as global concern***

The International Labor Organization called on employers worldwide to recognize the problems that stem from job stress and to take steps to restructure the workplace.

VOLUME 38, NUMBER 9
APRIL 19, 1993

AFL-CIO NEWS

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

4/19/93

AFL-CIO NEWS

VOLUME 38, NUMBER 10 MAY 3, 1993



USWA members and their families stand firm as lockout by Boston Gas enters a fourth month. **Story on Page 6.**

'Not This NAFTA' campaign opens

Unions make all-out effort against leftover Bush plan

Not this NAFTA.

That's the message the labor movement is sending to President Clinton and Congress in a campaign to dump the Bush administration's version of the North American Free Trade Agreement.

The AFL-CIO is set to launch its campaign against the Bush-negotiated treaty with a petition drive among union members, their families, co-workers and communities.

Petition signers will be urging the Clinton administration and Congress to fix it or nix it; that is, make major changes in the draft agreement, including enforceable labor rights and standards, and resolve the serious concerns of working people in Mexico, Canada and the United States, or dump it.

The ''Not this NAFTA'' message also will be spread in a new video which finishes with a strong argument against the draft pact by AFL-CIO Secretary-Treasurer Thomas R. Donahue, who heads the Executive Council's committee on trade.

The campaign was scheduled to start with the AFL-CIO's May 4-5 Executive

See NAFTA, Page 4

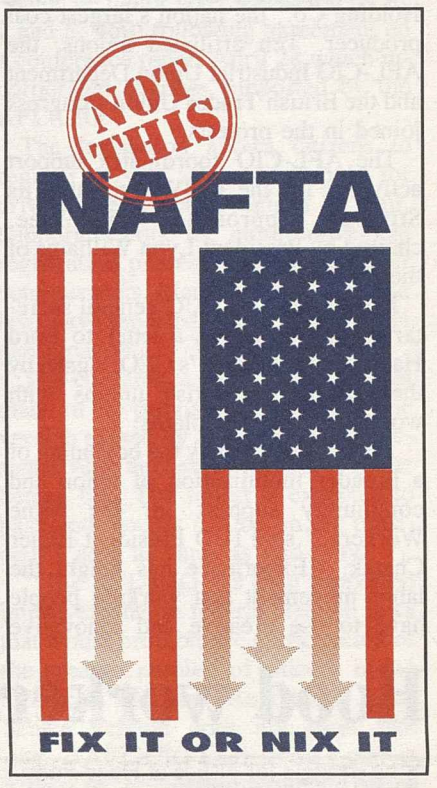
Council meeting and will also include billboards, radio ads and posters. Flyers, stickers, buttons and other items with the ''fix it or nix it'' message will be available.

As currently written, the agreement is a bonanza for corporate America and a disaster for workers in all three countries.

Unionists have expressed their outrage that Bush's NAFTA agreement pays no attention to worker rights, labor standards and environmental concerns but is very solicitous of guarantees for intellectual property rights, transfer of capital and protection for investment in Mexico.

As part of the NAFTA campaign, AFL-CIO legislative action committees will be meeting with members of Congress in home districts during the summer recess.

Members of Congress have been making the trek to the U.S.-Mexico border, to see first hand the workplace and environmental dangers endured by the maquiladora workers. They also are hearing from union members and others in the United States who are concerned about the continuing rush of U.S. companies for the border.





Rick Colone/AFL-CIO Community Services

Union members of the Spokane County AFL-CIO dedicate a memorial with the names of 27 workers killed on the job since 1989. The memorial was built by Washington state Building and Construction Trades volunteers.

Worker safety gets short shrift

By Sharolyn A. Rosier

The nation pays much less attention to safeguarding the health and safety of its workers than it does to protecting its natural resources.

That's the conclusion of a new AFL-CIO study, ''The Workplace: America's Forgotten Environment,'' released for the fifth annual Workers Memorial Day, April 28.

The study highlights the urgent need for reform of the nation's workplace safety laws, said Peg Seminario, the AFL-CIO's safety and health director.

''While environmental statutes including the Clean Air Act and the Clean Water Act have been regularly strengthened and updated, the Occupational Safety and Health Act has never been amended,'' Seminario said in unveiling the study at an April 27 news conference.

''These statutes have a common purpose — to protect citizens, workers and the environment from harmful exposure,'' explained Seminario. ''But OSHA needs greater resources and stronger statutory authority if we are to make good on the OSHAct's promise of a safe job for every American worker.''

The report focuses on four areas of differences between protections for workers and protections for the environment: budget and personnel, standards, hazard abatement and enforcement, both criminal and civil.

OSHA has an annual budget of less than $300 million, compared with nearly $7 billion for the Environmental Protection Agency. With that budget — about 1/23rd the EPA budget — OSHA purports to protect approximately 100 million workers in 6.5 million workplaces.

OSHA's staff of 2,411 is 500 less than in 1980, a period in which EPA's staff grew by more than 35 percent. EPA has a staff of 17,700, seven times more than OSHA.

Continued on Page 5

Drivers win $22 million at Greyhound

By Candice Johnson

The Amalgamated Transit Union reached a tentative agreement with Greyhound Lines Inc., ending a three-year strike and providing $22 million in back wages to union workers.

Under the proposal, some 550 workers will be recalled by July, with amnesty and reinstatement provided to about 250 workers who were fired by the company. ATU members on a waiting list will be recalled as vacancies occur.

The agreement was signed by ATU President James La Sala, on behalf of the Council of Greyhound Unions, and Greyhound President Frank Schmieder at the Washington offices of the National Labor Relations Board. Attending the signing were Labor Secretary Robert Reich, Bernard DeLury, executive director of the Federal Mediation and Conciliation Service, and NLRB General Counsel Jerry Hunter, who signed the agreement to end the unfair labor practice charges brought by the board.

The six-year settlement must be ratified by members of the ATU Greyhound council, and following that action, must be approved by an NLRB administrative law judge and by the federal bankruptcy court in which Greyhound sought protection from creditors in 1990 and approval of its plan reorganization in 1991.

If ratified, the agreement will end pending litigation on both sides, with

Continued on Page 7

Labor rallies for UMWA as deadline nears

By James B. Parks

Organized labor is sending a strong message of solidarity and determination to the nation's coal companies as the expiration of the contract extension with the Mine Workers draws near.

As many as 19,000 workers staged protests at some of the 80 facilities owned by the British conglomerate Hanson PLC on April 27, "Hanson-Peabody Solidarity Day."

The contract, covering 60,000 workers, was scheduled to expire May 3, the end of the 60-day extension of the old agreement.

Hanson is the parent of Peabody Holding Co., the nation's largest coal producer. Ten affiliated unions, the AFL-CIO Industrial Union Department and the British Trades Union Congress joined in the protests.

The AFL-CIO coordinates support activities for the UMWA through its Strategic Approaches Committee, chaired by President Lynn Williams of the Steelworkers.

Norman Willis, TUC general secretary, hand delivered a letter to Lord Hanson, the company's CEO, signed by the leaders of British unions with workers at Hanson plants.

The protest is "only the beginning of a broader mobilization of union and community support for the Mine Workers," said IUD President Elmer Chatak. "Experience has taught the labor movement that working people have to use creative and innovative strategies to get its message across to big business and you don't get much bigger than Hanson."

Meanwhile, thousands of UMWA members and supporters rallied across the country for a contract. In Kansas City, Mo., workers demonstrated April 22 outside the shareholders meeting of Mercantile Bankshares. Charles Price, one of two U.S. board members of Hanson, was standing for election to the bank's board.

"I think these and other events offer a clear demonstration of the range and the depth of support that UMWA members have throughout this country," said UMWA spokesman Jim Grossfeld. "Our objective is to win a strong contract and we'd like to see that achieved as soon as possible."

Workers also planned a mass rally May 1 in Pittsburgh outside the headquarters of Consol Energy Inc., the second largest U.S. coal operator. Its CEO is also the coal companies' chief negotiator. AFSCME President Gerald W. McEntee, Steelworkers Vice President George Becker, Teamsters Vice President John Morris and Pennsylvania AFL-CIO President William George were scheduled to address that rally.

"Hanson has got to learn that the only acceptable treatment for American workers is fair treatment."

— Paperworkers President Wayne E. Glenn

Two rallies April 24 drew workers to the Beverly Hills, Calif. estate of Lord Gordon White, chairman of Hanson Industries, and to Peabody's St. Louis headquarters. "Peabody started over 100 years ago as a mom-and-pop operation. Today they are the largest privately-owned coal company in the world. They have forgotten they got that way because of the UMWA," former UMWA Secretary-Treasurer John Banovic told the St. Louis rally.

Seafarers President Michael Sacco, St. Louis AFL-CIO President Bob Kelley and St. Louis Mayor Freeman Bosley also spoke. Union presidents Moe Biller of the Postal Workers and Frank D. Martino of the Chemical Workers spoke in Los Angeles.

The UMWA first called for negotiations with the companies last summer. But nothing happened until the UMWA started a one-month unfair labor practice strike against Peabody. The Bituminous Coal Operators Association came back to the bargaining table under a 60-day contract extension only after UMWA President Richard Trumka threatened to expand the strike to other companies.

The major issue is job security. Thousands of coal miners face unemployment over the next 10 years, the union said, as the coal supply in BCOA mines is exhausted.

The union is seeking a commitment from owners to hire UMWA miners at new mines set to open in the coming years. The miners also want an end to "double breasting" where BCOA companies set up non-union subsidiaries to which they then transfer reserves and sales contracts.

Several union presidents, whose members participated in the Hanson-Peabody Solidarity Day, called on the BCOA to settle with the UMWA. "Having contributed so much to the rising productivity of the U.S. coal industry over the years, UMWA members deserve the jobs of the future," said UAW President Owen Bieber.

Paperworkers President Wayne E. Glenn agreed. "Hanson has got to learn that the only acceptable treatment for American workers is fair treatment."

The coal owners' actions demonstrate that "corporations today think they can break the law with impunity and that is why we need to strengthen the labor laws in this country," Electronic Workers President William Bywater said.

Besides the UAW, IUE and UPIU, other unions participating in the UMWA events included the Clothing and Textile Workers, Communications Workers, Machinists, Electrical Workers, Teamsters, Sheet Metal Workers and USWA.

Hood workers take struggle for justice into boardroom

The struggle for justice at Hood Furniture Manufacturing entered a new arena as workers and community supporters began pressuring Mississippi banks to re-evaluate their minority lending practices.

The new Jackson Coalition for Community Reinvestment also called for the resignation of Hood's owners from the board of directors of the state's largest bank.

The coalition questioned the community investment practices of Deposit Guaranty Bank Corp. during the bank's annual stockholders' meeting April 20 in Jackson, Miss.

Several members of the organization, which includes the Mississippi AFL-CIO, the state NAACP and the Jackson Human Rights Coalition, purchased stock in order to attend and address the meeting.

"This bank has not met its obligation to lend into the black community," said Vernon Archer, a coalition spokesman before the meeting. "Something is wrong when Deposit Guaranty approves 59 percent of the mortgage applications received from whites while approving only 21 percent of the applications received from blacks." The figures are from a 1992 Wall Street Journal survey.

Of particular concern to the coalition was Deposit Guaranty's insensitivity to the state's minorities with the presence of two members of the Hood family — Warren Hood Jr. and James Hood — on the bank's board and community advisory committee, respectively.

"Because Hood Furniture has exhibited a plantation mentality toward its employees and trapped them within the ranks of the working poor, we believe that Warren and James Hood should be asked to resign from the bank's board and be replaced with community representatives who will advocate investment in black neighborhoods," the coalition said in a statement.

The group also called for open meetings of the bank's Community Reinvestment Act Compliance Committee, targeting loans to particular neighborhoods, expanding the reinvestment office by hiring an activist with ties to low- and middle-income blacks and the development of new loans with low down payments or interest rates.

The act, which was supported by the AFL-CIO, requires banks to lend money wherever they accept deposits without regard to race, creed or color.

The AFL-CIO is providing support and assistance through its Strategic Approaches Committee and has added Hood to its boycott list.

Meanwhile, no new negotiations have been held in the four-year effort by the 95 percent African-American work force to gain a contract from one of the wealthiest and most powerful families in the state.

The Electronic Workers asked to reopen negotiations after workers rejected what the company called its best and last offer. Key issues include the company's offer of a 35-cent raise in the first year of a three-year contract with no additional increases, said Aletha Johnson, international representative of the IUE. Hood officials also have refused to consider pension benefits or a dues checkoff, she said.

The company's response has been to discharge several workers who were active in the union effort. The union plans to file complaints with the National Labor Relations Board on the firings, said Willie Rudd, president of IUE's furniture division. The NLRB also has yet to act on previous complaints of unfair labor practices against Hood, including failure to bargain in good faith, intimidation and harassment.

The workers voted in 1989 to be represented by the IUE, and the NLRB certified the election in 1991.

Many of the employees don't make enough to feed their families even after a full work week. Many are eligible for food stamps and Medicaid, which they need to survive. Some workers with as much as 10 years' service make only $4.50 to $5.50 per hour. The company also charges the workers $28 per week for health care, with a $300 deductible, forcing many of them to go without insurance.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 10 — MONDAY, MAY 3, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Ron Carey
Edward T. Hanley
Joyce D. Miller
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Joaquin F. Otero
Arthur A. Coia
William H. Wynn
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Michael Sacco
Frank Hurt

LEGISLATION

Reich calls for safer workplaces

By Colleen M. O'Neill

Secretary of Labor Robert Reich used Workers Memorial Day to go to bat on Capitol Hill for improved workplace safety and health, declaring "the status quo is simply unacceptable."

His appearance marked the first time in years a secretary of labor had testified in favor of job safety as he displayed the Clinton administration's interest in legislation reforming the Occupational Safety and Health Act. That measure has remained unamended since it was enacted 22 years ago.

"The Act, however, has not fulfilled all of our hopes and aspirations," Reich told the House Education and Labor Committee. "Our work force and our economy continue to suffer grievous and unnecessary losses. The law needs to be changed if its promise 'to assure so far as possible every working man and woman in the nation safe and healthful working conditions' — is to be realized."

He noted that the toll of workplace deaths, injuries and illnesses continues at unacceptably high levels. Close to 10,000 workers lose their lives each year on the job, with thousands more injured or made ill. A Rand Institute for Civil Justice study put the cost of workplace accidents at $83 billion annually — $51.7 billion in lost production and $31.5 billion in medical costs.

As is the case with health care, other countries seem to be doing a better job with workplace safety, Reich noted.

"While data across countries are not strictly comparable, data reported to the International Labor Organization indicate that Japan and Sweden have a rate of fatal workplace accidents that is about one-half the rate in the United States," he said.

Reich set forth for the panel, chaired by Rep. William D. Ford (D-Mich.), the administration's five principles of OSHA reform:

- Preventing hazards at the worksite should be the central focus.
- Better training of employers, employees and health professionals is an important means of prevention.
- Incentives to promote hazard abatement need strengthening.
- OSHA's regulatory efforts must be streamlined.
- OSHA must have penalties which induce compliance.

Reich said he was assembling a team to review the measures and make recommendations on H.R. 1280 and S. 575.

Reich also pointed out that preventing injuries and illnesses would "save significant resources, improve our productivity and capacity to compete in global markets and enhance our standard of living," and said he believed a consensus could be built around the enumerated principles.

"The secretary of labor made a strong statement that change must be forthcoming," said AFL-CIO Director of Occupational Safety and Health Peg Seminario. "This marks the beginning of the process of OSHA reform in this Congress. America's working men and women need the safer, healthier workplaces that could come via reform legislation."

Revived jobs bill to challenge GOP gridlock

By Mike Hall

The Clinton administration plans to resubmit "critical elements" of its economic stimulus package which died after a Republican filibuster.

The package, which included more than 200,000 new jobs, was effectively killed April 21 when supporters failed a fourth time to invoke cloture. The cloture vote of 56-43 was four votes short of the 60 needed to end a filibuster.

The GOP gridlock tactic not only cost jobs, it blocked a child immunization plan, killed a summer jobs program for inner-city youth and stalled a plan that would have allowed communities to hire and train 10,000 new police officers.

"The real losers here are the hundreds of thousands of Americans who won't get jobs this summer and beyond because a minority of Republicans put politics before people," a White House spokesman said after the vote.

But several days after the defeat, Labor Secretary Robert Reich said President Clinton planned to submit new legislation to seek funding for a summer jobs program and other "critical components" of the package.

"The president is considering how and when to return to Congress with a request for a summer jobs program and other programs that the administration deems highly critical," he said. "It will happen quite soon. The only question is how and under what form," Reich told a House subcommittee.

The only part of the stimulus package that survived the GOP onslaught was $4 billion for extended unemployment benefits for the long-term jobless. The UI benefits passed on a voice vote in the Senate and by a 301-114 margin in the House April 22.

"While the champagne corks are popping on the other side of the aisle tonight, millions of Americans will open a can of beans and wonder where they are going to find a job," said Sen. Robert Byrd (D-W.Va.).

Republicans refused to end their filibuster after Clinton offered to trim back the original $16 billion appropriations bill by some $4 billion.

The bill also would have provided funds for highway and mass transit construction, AIDS treatment, construction of waste water treatment plants, hiring meat inspectors and assisting small businesses.

Clinton said he regretted "the unwillingness of the minority to let the Senate act on the original legislation. But our mandate is to achieve change and to move our country forward and to end business as usual in Washington."

"I hope that the Republicans will join us in this effort to provide jobs to American families and invest in our people. It's time to put aside the politics of obstruction and delay and pass a jobs bill," Senate Majority Leader George Mitchell (D-Maine) said.

Republican senators waited until almost a month after the stimulus package was introduced to suggest an alternative measure. Their version was deliberately crafted to ensure its defeat, according to the Wall Street Journal. The newspaper reported that some moderate Republicans proposed including funds for many of the programs in Clinton's bill, but more conservative senators feared that might attract enough Democratic support to win passage.

The Republican alternative eliminated funding for any mass transit or rural waste water plants and trimmed two-thirds of the highway money.

"Their strategy is gridlock, filibuster, obstruction, delay, defeat and embarrass President Clinton," Mitchell said.

Labor dumps toys, fights China's MFN status

As a House committee prepared to review China's most favored nation trade status, members of Frontlash, the AFL-CIO's youth organization, dumped Chinese-made toys to protest that country's human rights abuses and reliance on child and prison labor.

Outside the Chinese embassy, nearly two dozen young people called on Congress to end "business as usual with China" as they left cartons of toys on the embassy's doorstep.

China was granted MFN trade status by the Bush administration, despite the Chinese government's record of repression of workers who try to form free trade unions, abuse of child labor and extensive forced labor operations.

Outside the embassy, Frontlash Executive Director Cheryl Graeve said the young workers were standing up for human rights and democracy in China and Tibet and hoped that Congress would hear that message.

The Frontlash demonstrators were joined by a representative of the Dalai Lama, the Tibetan holy leader who was in Washington in late April to meet with the President and Congress over human rights concerns.

Graeve noted that China has established a massive forced-labor gulag on the Tibetan Plateau, with more than one million prisoners exiled to a city along the China-Tibet border. "Thousands of Tibetan monks and lay people have perished" in these camps, she said.

The Chinese government now is promoting three special zones to attract overseas investments, especially in textiles, metallurgy, chemicals and leather processing, all of which are known to involve prison labor, Graeve added.

The House Foreign Affairs committee was scheduled to hear testimony on whether China's MFN status should be conditioned on worker and human rights standards.

Capitol Digest

Congress is expected to begin final action on motor voter legislation (H.R. 2 and S. 460) following agreement on a conference report April 28 which incorporated changes supported by the AFL-CIO.

The legislation allows citizens to register to vote when they apply for drivers licenses or to register by mail. Supporters hope the more convenient registration process will ensure larger voter turnouts. Many states with similar laws have reported an increase in voter participation.

The conference report incorporates many of the provisions included in the version passed by the House of Representatives, but were excluded in the Senate bill. The report is expected to pass both houses and be on the president's desk as early as mid-May.

"The AFL-CIO has long supported improvements in federal election laws that would promote the participation of the greatest number of citizens in the electoral process. Regrettably, the Senate version does not meet that goal," AFL-CIO Legislative Director Robert M. McGlotten wrote the members of the conference committee.

The conference report kept the House-passed requirement that registration be available at state offices where persons apply for public assistance or services to the disabled. It also deleted a Senate provision that would have allowed states to send voters to a central location in order to vote when they have moved within a jurisdiction. This would have discouraged voter participation, particularly by rural voters and voters without easy access to transportation, such as senior citizens and the disabled.

Elsewhere on Capitol Hill:

HATCH ACT — Senate backers of Hatch Act reform (S. 185) blasted Republican attempts to delay Senate Government Affairs Committee action on the bill.

Sen. William Roth (R-Del.) on April 27 requested another round of hearings on the bill — which was granted. This caused committee chairman Sen. John Glenn (D-Ohio) to "question whether this is delay for delay's sake." Similar legislation has been passed by both houses and vetoed in recent years.

President Clinton has said he would sign the legislation which lifts many of the restrictions on the political rights of some three million federal and postal workers. The House passed its version of the bill earlier this year.

JOBS EXPORT — Representatives of the Oil, Chemical and Atomic Workers told the Senate Finance Committee that legislation is needed to end tax breaks for "runaway plants" which relocate in Puerto Rico. Section 936 of the internal revenue code allows U.S. firms to escape taxes on profits earned in territories such as Puerto Rico, Guam or the Virgin Islands.

The AFL-CIO is supporting H.R. 1210 which would end the tax breaks. No such legislation has yet been introduced in the Senate.

NAFTA threatens transportation industry

By John R. Oravec

A gaping loophole in the proposed trade agreement with Mexico could cripple the U.S. transportation industry and undercut its work force, the Transportation Trades Department warned.

The TTD pointed out that the North American Free Trade Agreement as drawn up by the Bush administration threatens to wipe out many thousands of American jobs while wrecking transportation safety standards and ruining the environment.

In a letter to U.S. Trade Representative Mickey Kantor, the TTD cautioned that NAFTA would bring a debilitating economic impact on the U.S. trucking industry. Other areas of the transportation sector — rail, bus, freight forwarding, warehousing, vehicle maintenance and landside ports — also would be adversely affected.

Besides the projected loss of up to 1 million manufacturing jobs, TTD President Walter J. Shea said the United States must seriously address the trade agreement's impact on workers who operate, maintain and build the U.S. transportation system. If no solutions are found, Shea said, Congress should reject the agreement.

As U.S. trade negotiators were hashing out side agreements on NAFTA, the TTD spelled out a number of prime concerns. They include:

- Wage and economic disparity between the two countries.
- Safety and economic implications of unlimited entry into the United States by Mexican transportation companies.
- Enforcement of safety and operating regulations.
- Attempts to change the U.S.-Mexican border operating arrangement on rail crews, as well as the contracting out of track maintenance and shop craft work.
- Threats to U.S. intermodal ports caused by policies that encourage the outflow of capital investment.
- NAFTA's ripple effect on the transportation sector and millions of its workers triggered by the shutdown of U.S. plants.

"The proposed agreement eventually would give Mexican transportation carriers — truck and bus — unlimited access to the United States for the transportation of 'international' freight," Shea wrote.

He pointed out that a dire problem is the wide pay scale disparity between the two countries.

Industry studies show that the wage rate for a Mexican freight truck driver is less than $7 a day — far below the hourly rate of U.S. drivers.

Since Mexican drivers would be allowed to operate virtually full-time on American soil without the protection of U.S. minimum wage law and other labor standards, "NAFTA does not offer a level playing field on which U.S. companies and their employees can compete," the department noted.

The TTD said Mexican companies must be required to comply with U.S. labor and operating regulations. It noted there is nothing in the agreement to bar Mexican carriers from operating point-to-point services in the United States, which would be a violation of the federal cabotage laws.

Shea branded the Bush-negotiated agreement "a continuation of more than a decade of trade policies that have claimed hundreds of thousands of U.S. jobs by encouraging American companies to move abroad to low-wage, Third World countries.

"NAFTA must not be a vehicle for gutting the vast regulatory framework that defines the manner in which transportation companies operate in the United States," Shea stressed.

Xerox agreement returns 300 jobs to U.S.

As many as 300 jobs are coming back to the United States from overseas, thanks to an innovative agreement between the Clothing and Textile Workers and the Xerox Corp.

The agreement puts into practice the kind of worker participation plans to which management often pays lip service but rarely practices, choosing instead to chase the cheapest labor around the globe.

The creation of a new facility in Utica, N.Y., to perform simple assembly of copying machine parts was planned and designed by a joint labor-management team over 18 months. Xerox is one of the nation's leading proponents of worker participation and President Clinton named its CEO, Paul Allaire, to the new workplace commission that will study the issue.

The joint team's mission was to "develop a lean and mean factory" where low-skilled work could be performed at rates that would allow the company to transfer the work from Mexico and Asia, said ACTWU business agent Gary Bonadonna. ACTWU represents about 6,000 Xerox workers nationwide.

The agreement is a "dividend" for ACTWU and Xerox, "for all the years of labor-management cooperation," said Thomas Kochan of the Massachusetts Institute of Technology. Kochan, a member of the workplace commission along with Allaire, said the agreement could be a model for how to avoid battles over representation of new employees.

Under the agreement, Xerox will not oppose ACTWU organizing efforts at the Utica plant.

Bonadonna said he expects the company will recognize ACTWU as bargaining agent for Utica employees after a check of union membership cards.

The Utica workers will receive wages and benefits worth between $15,000 and $18,000, Bonadonna said. The union recommended the facility be located in Utica where clothing manufacturer Joseph Feiss recently closed down. The workers at the new plant will make about the same as the Feiss workers.

About 50 workers will be hired initially, but Bonadonna said employment could reach 300 in a few years. Xerox estimates it will save $2 million a year by building the plant, compared to sourcing out the work to foreign contractors.

The proximity of Utica to Xerox's high-tech center in Rochester could affect the drawing of more Xerox manufacturing to the area and away from overseas, the union said.

AFGE: 'Workers key to good government'

By Sharolyn A. Rosier

Increased worker involvement is the key to creating a more efficient government, the Government Employees told Vice President Al Gore, who is heading the administration's performance review initiative.

The government would benefit from "bold, innovative and creative action that will involve employees and their unions," AFGE President John Sturdivant said in a letter to Gore.

The suggestions come as AFGE members and the AFL-CIO are fighting President Clinton's proposed cost of living freezes for federal employees over the next two years.

Federal "employees have the knowledge to be a valuable asset and ally" in improving government performance, Sturdivant said in his letter. However, these "workers must view that they are true partners in any effort and that as partners will benefit from, and not be punished economically, for their good work," he added.

Sturdivant also called for stronger protections for "whistleblowers" — government employees who want to report government waste.

"AFGE is in a position to provide employee suggestions on cutting waste and improving performance without the employees' fear of retribution from their managers," Sturdivant said. He noted that agencies sometimes make whistleblowers a 'target' for retribution rather than the offending practice.

The report to Gore entitled "Revitalizing the American Government" offers suggestions on reducing government spending and eliminating waste and abuse, while maintaining or improving services to the public.

Specifically, the AFGE study said billions of taxpayer dollars could be saved by reducing government contracting, centralizing equal employment opportunity procedures and enforcing workplace health and safety regulations.

While the federal government aims to save money by contracting out, the study found the government spends $158.3 million more than if services were provided in-house. Current contracting practices also lack systematic audits of costs and contain no controls over contract modifications that add costs.

Agencies incur additional costs by processing their own equal employment opportunity complaints. The government would save $25 million by switching that responsibility entirely to the Equal Employment Opportunity Commission, according to the report.

Almost 20 percent of the federal workforce comprises supervisory and management personnel. The report recommends an increase in the ratio of supervisors to workers from 1 to 5 to 1 to 11.

Lax enforcement of workplace health and safety standards led to some 170,000 work-related injuries and illnesses that cost the government more than $1.6 billion in 1991, the report said.

Millions would be saved if the Occupational Safety and Health Administration implemented regulations effectively. AFGE backs current legislation pending in Congress to strengthen OSHA's enforcement. It also called for joint labor/management safety and health committees.

The lack of adequate personnel to process disability claims is also a cause for concern, the report said. The Social Security Administration lost 17,000 workers between 1985 and 1990. As a result, review of disability cases is rare. This costs the government up to $1 billion annually in overpayments, AFGE said.

Other areas of inefficiency cited in the report included unnecessary and inaccurate employee drug testing and needless agency appeals of administrative law judges' decisions in grievances.

One aim of contracting out services is to reduce the size of government. But in reality the federal workforce has increased from 2.1 million in 1981 to 2.2 million in 1992.

Unions condemn New York Times 'advertorial' bias

Organized labor expressed its outrage at a New York Times' nine-page advertising section in which two unions were refused the right to buy space because the union ads would oppose the the passage of George Bush's North American Free Trade Agreement.

The ad section ran in the middle of the Business section of the April 20 Times, with the ads disguised as news pages in a money-making vehicle called the "advertorial" for the use of editorial, or news, format on pages sold as an ad.

The Times refused to sell space to the Ladies' Garment Workers or the Electronic Workers and did not answer an AFL-CIO request to offset the one-sided section by printing an opinion piece opposing NAFTA in the same issue.

"We would ask journalists to answer seriously whether they are embarrassed by a process that sells access to a 'free press' to a selected few," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "And the AFL-CIO would ask the Times to make public how much revenue it received indirectly from the Mexican government by inviting Mexico's paid operatives to contribute to the section."

"A.J. Liebling long ago taught union members that 'freedom of the press is reserved to him who owns one.' The restricted-purchase 'advertorial' adds a new twist," Donahue said, quoting a major figure in the development of the Newspaper Guild.

Similarly, the newspaper's news department ignored Donahue's statement, as did most other major newspapers, many of whom use the "advertorial" method, a proven moneymaker.

IUE President William H. Bywater blasted the section as "nothing but propaganda from major corporations trying to sell the American people a lousy treaty. . .

"It is a major scandal when one of the nation's media giants decides to limit debate on an issue in fear that the opposition's arguments may win out with reasonable readers," Bywater said.

Jay Mazur, president of the ILGWU, agreed. "There may be nothing illegal about this practice, but it is clear that in the mad rush to 70 cents an hour labor in Mexico, the truth is one more casualty," he said.

Unions to drop challenges on chemical rules

Two unions and the AFL-CIO Building and Construction Trades Department have agreed to drop their challenge to the government's chemical process standard in exchange for promulgation of clarifications.

The Steelworkers, the Oil, Chemical and Atomic Workers and BCTD had filed petitions in federal court after the Occupational Safety and Health Administration announced the standard in February 1992. Despite eight years of work, the unions said, the standard was deficient in a number of ways, including training and analysis requirements.

OSHA and the unions on April 7 announced a settlement clarifying the standard, with that information to be incorporated into the compliance directive for the standard.

Specifically, the agreement states:

- The standard covers all contractor activities involving process safety.
- Host employers and general contractors are responsible for informing subcontractors of potential hazards — before work begins — and ensuring their compliance with the standard.
- Host and contract employees must have equal access to process hazard analyses and other information.
- Maintenance workers also need training covering safe work practices, written procedures to manage change and emergency action plan provisions.
- The recommendations of process hazard analysis teams and incident investigation teams must be implemented unless an employer can document that an alternative will be at least as effective and efficient.

"While there are still parts of the standard that we think are imperfect, the agreement goes a long way toward settling our concerns," said Michael Wright, director of health, safety and the environment for the Steelworkers. "Overall, we're quite pleased. It's not a perfect standard, but as a result of the changes OSHA has agreed to make to the compliance directive that implements it, we think it will be a substantial improvement," Wright declared.



ILGWU photo

New Yorkers recall the 1911 Triangle Shirtwaist fire that killed 146 garment workers.

Workers honor fallen colleagues

By Sharolyn A. Rosier

Workers at more than 100 sites across the nation marked the fifth annual Workers Memorial Day with dedication ceremonies, conferences, marches, rallies and moments of silence.

Armed with the theme, "Fight for the Living," thousands of trade unionists also called attention to the need for passage of Occupational Safety and Health Act reform legislation as well as to honor those who have died, been injured on the job or contracted occupational diseases.

Labor Secretary Robert Reich, in a letter to AFL-CIO President Lane Kirkland, said the Clinton administration "pledges to continue the development of new approaches" to fulfill the goal of OSHA — "to assure so far as possible every working man and woman in the nation safe and healthful working conditions."

Reich praised the AFL-CIO and its affiliates for playing a key role in changing "the expectations of all involved in assuring workplace safety... Job safety and health is no longer a side issue for an overwhelming majority; rather it is recognized as a core issue for all good industrial management."

In New York City's Union Square, hundreds gathered to demand that Congress make workplaces safer. Reform legislation now in Congress (H.R. 1208 and S. 575) would give workers legal redress for willful violations that kill a worker as well as require measures to ensure safer workplaces.

Speaking in Fort Wayne, Ind., Electronic Workers Secretary-Treasurer Ed Fire said "we support this legislation because we need no more tragedies like Hamlet, N.C.," where 25 people died after workers were trapped because fire exits were locked.

During an occupational safety and health program in Concord, N.H., workers received hands on training on hazardous materials and how to react.

"By next Workers Memorial Day we hope to have hundreds of people trained on hazardous materials. As more workers are trained, the death toll will definitely decrease," said Mike Duffy of the Service Employees, the program coordinator.

About 10,000 workers die of job related injuries each year and tens of thousands more die from diseases contracted from exposure to chemicals and toxins in the workplace.

In LaSalle, Ill., a bridge over Highway 251 was named for Joseph Wallin, who fell to his death from the bridge in July 1992. Wallin was a member of Ironworkers Local 386.

The Illinois Department of Transportation agreed to close the bridge and interstate for an hour while the Northern LaSalle County Labor Council held the dedication ceremony on April 28.

The county federation also established a college scholarship fund for the children of fallen workers. Each eligible college student will receive a $1,000 scholarship.

In Spokane, Wash., a memorial featuring a large bronze seal set in a brick foundation was dedicated by the Spokane County Labor Council. Volunteer cement masons, bricklayers and building trades training program volunteers provided their time, materials and talent to erect the memorial.

The memorial in Mission Park includes a drinking fountain for public use. The names of workers from Spokane and from Spokane-area unions who have been killed on the job since 1989 have been engraved on the memorial. The names of future fatalities will be added to the memorial each Workers Memorial Day.

Study: Lack of funds, poor OSHA enforcement cost lives

Continued from Page 1

Similarly, EPA standards are designed to reduce risks far below the risk level used by OSHA, according to the study. For example, the EPA standard on lead exposures is 33 times stricter than OSHA's standard. OSHA's standards for cancer-causing substances permit up to 1,000 times greater risk to workers than EPA's standards permit to the public.

OSHA also must demonstrate there is a "significant risk" before it can issue a standard. Significant risk is defined as one excess worker death from exposure to the hazard for every 1,000 workers exposed over a working lifetime.

Meanwhile, 10,000 workers are killed and thousands more are injured on the job each year, while OSHA drags its feet in issuing standards once "significant risk" is found. "It generally takes OSHA five to seven years to promulgate a standard," Seminario added. "It even took them 17 years to issue a standard on confined space."

A comparison of enforcement options shows that EPA has the authority necessary to enforce the laws, while OSHA does not. Where EPA can order an employer to clean up a hazardous waste site that poses imminent danger to health or the environment, OSHA must obtain an injunction from a federal court to order an employer to shut down operations that are dangerous to workers, the study reveals. This cumbersome option is rarely used.

An employer has 15 days to pay or contest an OSHA penalty for hazard abatement. If the company contests, the clock stops, the hazard continues and workers remain at risk.

To create an incentive for prompt abatement of hazards, EPA has the authority to fine an employer up to $25,000 each day for failing to comply with a cleanup order. OSHA can only calculate penalties on a violation-by-violation basis and the average penalty is only $3,131 per citation.

An employer would spend more time in jail for killing a wild burro on federal property than for violating a standard that resulted in the death of a worker. Under OSHA, the maximum criminal penalty for killing a worker is six months in jail. After a second death the term increases to one year.

In its 23-year history, only one person has gone to jail for violating the OSHAct. Seven people have been jailed for killing a wild burro.

Not only does EPA have greater statutory authority to prosecute parties for environmental crimes, but the Department of Justice has a special unit devoted to prosecuting environmental crimes, the study shows.

In addition, EPA has wider latitude in assessing criminal penalties than OSHA, which may only bring them forth for "willful" violations.

Similarly, the average penalty per case of $2,863 for OSHA lags far behind EPA's. Under the Resource Conservation and Recovery Act, the average penalty is $668,440; it is $405,436 under the Clean Water Act.

"These disparities in budget and personnel, standards, hazard abatement and enforcement underscore the need for reform of the OSHAct," said Seminario. "It would close the gap between workplace and environmental protections."

In another study released for Workers Memorial Day, the AFL-CIO updated its profile on worker safety and health.

The figures showed that, at current staffing and inspection rates, the average worker in seven states would wait 100 years or more for job-site inspection, said AFL-CIO health and safety expert Lynn Rhinehart.

Florida has the worst safety and health record, replacing Nebraska. The study shows that Florida, with 52 inspectors and 347,289 work sites, would need 161 years to inspect each site at least once.

Nebraska hails at 155 years, followed by Kansas, Delaware, South Dakota, Louisiana and Iowa. Alaska ranked the best at 13 years.

The state-by-state profile of worker safety and health used figures from the National Institute for Occupational Safety and Health, the Bureau of Labor Statistics, OSHA and the Dayton Daily News.

It compared workplace injuries and illnesses; workplace fatalities; numbers of safety and health inspectors and inspections; length of time it would take for each workplace to be inspected once; and average and median penalties paid by employers after incidents resulting in serious injury or death.

Machinists seek Pratt-Whitney job security pact

By James B. Parks

Members of the Machinists cannot begin considering Pratt & Whitney's proposal to cut wages and benefits to save jobs until the company shares financial data with the workers and guarantees their jobs, a union leader said.

The union is willing to negotiate if Pratt is "sincere about a partnership to preserve Connecticut operations and about guaranteeing jobs," said Andy Romegialli, directing labor representative for IAM District 91. But "the company must realize that they have to come across with firm job guarantees," he added.

Pratt & Whitney announced earlier in the year that it planned to cut 6,700 jobs in the state by the end of 1994, but on April 14 it raised that number to 9,000. It is those additional 2,300 jobs that would be saved, the company claims, if the workers accepted the cuts.

The jet engine maker would still close its plant in Southington, but would shift some of those jobs to a plant in Middletown. It also would close a plant in East Hartford and downsize one in North Haven. Some of the work at the closed plants would be sourced to outside vendors.

The union wants the financial data to determine if the cuts are financially justified, Romegialli said. The union has been meeting with state and company officials to find an alternative to the closings and layoffs. The company claims many of the cost problems involve issues the state must address, Romegialli said.

The company is seeking pay cuts of $2 an hour and the elimination of a 3 percent increase that was to take effect later this year.

The proposal also calls for the elimination of quarterly cost-of-living adjustments and a two-year extension of the current contract, which expires in December, 1994.

Health benefits would be reduced and changes would be made in work rules, including eliminating most overtime on weekends.

District 91 represents about 10,000 Pratt & Whitney employees at five Connecticut plants. Wages range from $10.50 an hour to $21.50. The company has non-union plants in Georgia and Maine.



Steelworkers photo

Locked-out Steelworkers demonstrate outside the stockholders' meeting of Eastern Enterprises.

Locked-out USWA gas workers stand strong

By Candice Johnson

Health care is the sticking issue in contract disputes between the Steelworkers and the New England gas utility industry, with more than 1,300 locked-out members walking picket lines in New Hampshire and Massachusetts to keep their medical benefits.

But the union has won new agreements which maintain existing health benefits, covering 850 other gas industry workers at some facilities of Commonwealth Gas, Southern Connecticut Gas Co., Berkshire Gas and Essex County Gas.

On April 22, representatives of the 1,100 USWA members who were locked out by Boston Gas Co. in January took their case to the stockholders of Eastern Enterprises, the utility's parent company.

Workers at Boston Gas, members of USWA Locals 12003 and 12007, refused the company's demand to drop the existing health care plan and substitute a program that raises workers' costs and limits their choice of doctors and hospitals.

Despite profits of $27 million last year, Boston Gas locked out workers over the health care issue, spurning the workers' offer to continue working until a fair contract could be reached. The utility has hired replacements for the USWA members — the company denies the new hires are permanent replacements — and has canceled USWA members' health care coverage.

Secretary-Treasurer Peter di Cicco of the AFL-CIO Industrial Union Department told stockholders "this lockout is bad for the public who depend on the workers for a safe, dependable energy source, it's bad for the skilled workers who provide the service, and it's bad for the company and its shareholders whose investment is threatened by this heavy-handed and outdated management practice."

Following the meeting, the union noted that Massachusetts municipalities have voted to stop payment of their gas bills while the lockout continues and that Boston Mayor Raymond Flynn has called on their utility to bargain in good faith.

Also locked out are 152 members of USWA Local 12026 at Bay State Gas Co. in Springfield, Mass., who rejected the utility's demand for a "cafeteria plan" of benefits that reduces workers' coverage, and 40 members of USWA Local 14930 at Northern Utilities in Portsmouth, N.H.

Bay State Gas has hired the "asset protection team" of Vance International, the same outfit that supplied armed guards to Pittston Coal Co. during the 1989 contract dispute with the Mine Workers.

USWA district director Lou Thomas pointed to the agreement reached with Commonwealth Gas as "a model for what our goals are in negotiations with Boston Gas and Bay State Gas." Commonwealth "stuck to a commitment it made to maintain the workers' health care coverage at a quality level," he added.

In a letter to Eastern Enterprises chief executive officer J. Atwood Ives, Thomas noted that in contract talks, Boston Gas has ignored the workers' sacrifice of 1 percent less in wages in each year of the expired contract in order to maintain their current health care program. The utility wants employees to "accept a greatly inferior health care plan — at what appears to be only marginal savings to the company but at great expense to individual employees," he wrote.

The USWA is providing weekly strike benefits, based on need, of $85-$100. Local union members at all three companies — Boston Gas, Bay State Gas and Northern Utilities — are maintaining 24-hour picket lines at most facilities.

To keep spirits going, the locals have organized family activities, including a skate party, movies for children, garage and bake sales, benefit dinners, even a "family haircut day." Food banks also are operational for weekly distribution to families.

Grain Millers gain contract at Pillsbury

The Grain Millers have reached new master contract agreements with General Mills and Pillsbury Co. and are continuing negotiations with ConAgra.

The two pacts, ratified April 1 by the union's policy committee, address benefit issues for nearly 5,000 workers at facilities across the country. Wages are negotiated separately at the local level, union officials said.

The ConAgra talks cover 300 workers in three facilities.

For 3,500 workers at 16 General Mills facilities, the agreement means a $5 monthly pension increase, from $26 to $31 per month per year of service for future retirees.

For the five General Mills cereal plants, the disability pension benefit goes from $305 to $325 per month, while the sickness and accident benefit goes from $240 to $260 per week for 26 weeks total. All increases were effective April 1 through March 31, 1996.

In addition, the schedule for life insurance coverage has been raised $2,000, to a range of $16,000 to $34,000 depending on years of service.

There were no changes to those benefits for workers in the General Mills flour mills and grain elevators.

Health care costs remain unchanged for all of the covered General Mills workers.

Health care will change for the 1,400 Pillsbury Co. workers July 1, when increased deductibles and 80-20 cost-sharing goes into effect. The accord allows employees to participate in an alternative comprehensive plan with slightly higher deductibles but with a lower out-of-pocket maximum and a higher lifetime benefits cap. The cost sharing for that plan is set at 90-10.

Another option allows employees eligible for coverage under a spouse's plan to accept a monthly cash payment of $75 in lieu of coverage through the Pillsbury plan.

Health care coverage for retirees also was modified, and the pension formula was increased $3 per month per year of service to $28 per month effective April 1. In addition, a 401(k) saving plan was established, with employee contributions capped at 10 percent of earnings and a company match of 10 cents for each $1 of the first 3 percent of earnings.

Building Trades hail new political climate

By James B. Parks

Labor must constantly raise its voice in Congress and at the White House to improve the lives of its members, a parade of political leaders told the AFL-CIO Building and Construction Trades Department legislative conference.

"No president responds to silence. The message for us is to not be silent," Building Trades President Robert A. Georgine told the more than 2,000 delegates.

"We supported Bill Clinton because we believed he cared about workers, because his program was our program — jobs, economic renewal, health care reform, improved productivity and international competitiveness, job training and development, infrastructure development, labor law reform — these are our issues, our concerns," Georgine said.

"He convinced us he would act and he has. He has demonstrated that he is willing to listen to us and willing to act and that is an important change" from the last two administrations, Georgine stressed. He said Clinton "responds to facts, to argument, to reasoning and yes, to political pressure."

Clinton's election was a sign of a new attitude in the nation, Georgine said. "The American people, particularly the working people, are beginning to realize how they have been losing economic ground over the past 12 years. There's a new sense of the need for change in the nation, an awareness that the last decade went too far and that it's time to restore balance and fairness," he said.

Georgine also issued a challenge to the delegates. "Whether in future years we can look back and say that the tide of history turned in 1993 and that a new day in the history of labor — in the history of this nation — began at this time will depend upon what we do in the days to come. Opportunity lies before us. We have the potential for a new beginning. It is now up to us to make that potential real."

President Clinton told the conference he wanted to put Americans back to work and he blasted Republican senators who were filibustering against his economic stimulus package.

"I ask you, every one of you that ever had a chance to make it, because you joined this union, because somebody invested in the project that gave you a chance to work, because you had the opportunity to raise a family and have a house and educate your kids — just take a little time now and ask the people you know in the Congress, who've all made it, to think about how together we can provide these opportunities for others," Clinton said.



Raymond Crowell/Page One Photography

President Clinton is welcomed to the AFL-CIO Building and Construction Trades Department's legislative conference with a standing ovation. Clinton told the more than 2,000 delegates "I'm up here fighting for you every day."

The delegates spent a day lobbying their senators and representatives on labor's agenda.

Clinton also praised the labor movement for showing "real leadership, in working in partnership with business on the concept of investment" in jobs. "In America people need to work. About half our problems would go away overnight if everybody in this country who wanted to work had a job," Clinton said.

Throughout the campaign, Clinton said, he got a sense that Americans were yearning "just to be themselves as fully as they could be. And you can't do that if you can't have a job . . . if you can't get a decent education . . . if you think no matter how hard you work you can't take care of your family if they get sick. You can't do that if you think you can never change jobs without losing your health benefits."

Labor Secretary Robert Reich agreed. "I don't see how anybody looking at the present economic climate of America can be satisfied," he said. "I don't see how anybody looking at all these (unemployed) Americans can sit back and say we don't need to do anything. We have to take action. To do nothing is not an answer."

The end of the Greyhound strike, Reich said, could be the "beginning of an end to an era of labor-management relations that was marked by extraordinary hostility, anger, bitterness."

Many companies in the late 1970s and '80s tried to remain competitive by cutting labor costs, but that can't work, because it drives down the overall living standards. Companies that nurture, develop and invest in their workers are successful, he added.

Reich repeated the administration's support for the Workplace Fairness Bill, Occupational Safety and Health Act reform and lifetime worker training.

House Speaker Thomas S. Foley (D-Wash.) predicted Congress will pass many of labor's key bills, including the Workplace Fairness bill, which bans the use of "permanent replacements" for striking workers.

H.R. 5 passed the House last year, but the Senate failed to invoke cloture, effectively killing its version of the legislation, S. 55.

Sen. Edward M. Kennedy (D-Mass.) said the OSHA reform bill will include "special attention, special inspection, special regulation, special protection" for building trades workers who work in the country's "most dangerous" industry.

Rep. William D. Ford (D-Mich.), chairman of the House Education and Labor Committee, said he was working with Reich on drawing up "orders that the president could do without waiting for the slow Congress to take action . . . I think you're going to see more of them very shortly." Ford said he expects "in a matter of weeks" a rule governing lead exposure.

Ford said the pending OSHA reform proposal is "considered tough by people who don't think that employers have a responsibility to their workers to provide safe and healthy workplaces and a decent environment to carry out their work. But if they think it's tough then that means to me it's not too bad."

Other speakers included Reps. Charles B. Rangel (D-N.Y.), Vic Fazio (D-Calif.) and Norman Y. Mineta (D-Calif.).



Bill Burke/Page One Photography

ATU President James La Sala signs new contract, with Greyhound President Frank Schmeider, left, and NLRB General Counsel Jerry M. Hunter. Standing are Director Bernard DeLury of the Federal Mediation and Conciliation Service and Labor Secretary Robert Reich.

ATU-Greyhound accord set

Continued from Page 1

the exception of some unfair labor practice charges disputing the seniority of replacements for driving experience obtained before they came to Greyhound. That issue is to be resolved through the NLRB and appeals court process.

The 9,300 drivers, maintenance workers and clerks struck the bus lines on March 2, 1990, following Greyhound's demands for benefit cuts for new hires, unlimited contracting out and wage increases tied solely to incentives.

Greyhound drivers had suffered a 25 percent pay loss between 1983 and 1990, ATU noted when the strike began, with union members accepting wage cuts to help restore the company's profitability. Despite its 1989 profits, the company demanded more cutbacks, the union said.

The union filed a complaint with the NLRB, charging that Greyhound had fired drivers before the strike began and was refusing to bargain fairly, another unfair labor practice.

The determination of an unfair labor practice strike, if upheld by the NLRB and courts, carries a penalty of higher damages than the straight-time payments owed workers in an economic dispute. Greyhound's potential liability, however, was capped at $31 million by the bankruptcy court.

Greyhound hired about 2,000 replacement drivers but was unable to maintain its previous level of service.

The company now employs about 3,500 workers, about 3,000 of whom are drivers, compared to the pre-strike work force of 9,300, including 6,300 drivers and maintenance workers.

The accord provides for a 20 percent wage increase over the contract term, dues checkoff, and improvements in vacation and medical benefits.

It also would establish regular meetings between labor and management and a joint education program.

UNION YES ✓ Footwear

UNION	COMPANY	ITEM
ACTWU	Justin Boot Co., Wm. Brooks Shoe Co., Sheboygan Footwear	Boots
	Sobel, Bernstein & Greene Co. (A'Mano, D'Antonio)	Ladies sandals
	Party Shoe Co. (Leo's)	Ballet/Dance shoes
	Classic Mold Shoe, Inc.; Eneslow Shoes, Inc.; Jerry Miller I.D. Shoes; Kannen Orthopedic Shoe Corp.; Leon Orthopedic Shoes, Inc.; W.B. Neufeld	Custom/Molded Orthopedic shoes
	Carroll Shoe Co.	Canvas/Jogging shoes
	Brown Shoe Co. (Buster Brown, Footworks)	Children's shoes
	Allen Shoe Co.; Brown Shoe Co. (Connie/Fanfares, DeLiso, Life Stride, Naturalizer); Cardone & Baker, Inc.; Carolyn Shoe Co.; Erica Shoes, Inc.; Harrisburg, Mfg. Co., Inc.	Women's shoes
Teamsters	Mason Shoe Mfg. Co. (Field & Stream, Mason Shoes); Hyde Athletic Industries, Inc. (Hyde Athletic Shoes, Jazz Plus Footwear, Saucony)	Shoes
Rubber Workers	Servus Footwear Co. (a subsidiary of Norcross Companies), Kaufman	Shoes
UFCW	Brown Shoe Co. (Buster Brown); Stride Rite Footwear of Missouri, Inc. (Sperry, Stride Rite, Sure Steps); Trimfoot Shoe Co. (Trimkids, Trimfoot, Baby Deer, Wee Walker, Wee Kids, Trim Steps, Sears (R) Tiny Steps)	Children's shoes
	Florsheim Shoe Co. (Outdoorsman, Hytest and Foot Rest safety shoes); Danner Shoe Mfg. Co. (Danner, Dancats); Freeman Shoe Co. (French Shriner, Capezio for Men, Freeman); Mason Shoe Co. (Dress Shoes, Field & Stream, Wissota Trader); F & F Shoe Co. (Red Wing, Irish Setter, Pecos Boots, Dunoon); Weinbrenner Shoe Co. (Thorogood, Work-N-Stream, Work-N-Sport, Mainstream); Weyenberg Shoe Co. (Nunn-Bush, Stacy Adams)	Men's shoes
	Brown Shoe Co. (Naturalizer, Connie, DeLiso, Life Stride, Fanfares, Palter); Frolic Footwear, Division of Wolverine World Wide, Inc. (Hush Puppies, Town & Country); Cove Shoe Co.; Irving Drew Shoe Corp. (Drew, Barefoot Freedom, Foot Saver); Carter Footwear; Mason Shoe Co. (Dress Shoes, Field & Stream, Wissota Trader); Red Wing Shoe Co. (Red Wing, Irish Setter, Pecos Boots, Dunoon)	Women's shoes

Janitors on the march for justice—yet again

By Sharolyn A. Rosier

Once again the cry ''Justice for Janitors'' is being heard across the country as janitors fight to defend and improve their hard-won wage and benefit gains.

In Los Angeles, more than 1,000 janitors walked out April 29, the anniversary of last year's social upheaval. Very few of these janitors, who clean office buildings in Beverly Hills, the Wilshire Corridor or Westwood, have health care benefits, according to Service Employees Local 399.

''We chose April 29 as the first day for our strike to draw focus to the fact that Los Angeles is a city divided,'' said David Stilwell, executive vice president of Local 399.

''Despite the rhetoric of rebuilding our city, Los Angeles remains a third world city for hundreds of thousands of working people. It is ridiculous to believe that our city has any hope for the future if workers are treated like a renewable resource.''

The union and the contractors have been bargaining for more than six months. Management is asking for what amounts to a double-barreled assault on the janitors' well being: no wage increases and no health benefits. Company negotiators claim the owners of buildings where they have cleaning contracts are not willing to pay the cost of health insurance.

Further, the union charges the contractors with refusing to provide the financial data required under law.

The union gained significant improvements in wages and benefits after a 1990 strike over similar issues in Century City. During that walkout, members of the Los Angeles Police Department attacked 500 strikers and their supporters. The workers filed a multi-million dollar lawsuit which is still pending.

Local 399 represents more than 6,000 janitors in the Los Angeles area.

In St. Louis, janitors are fighting to gain better pay and retain some benefits. Workers, some with more than 20 years' experience, are paid $4.35 an hour, ten cents above the federal minimum wage.

The Contract Cleaners Association, which represents five cleaning contractors, offered a five cents per hour increase. The contractors also have canceled hospitalization and pension benefits. Members of SEIU Local 50 overwhelmingly agreed to strike unless owners return to bargaining with a better proposal.

The contract between the union and the contractors expired Dec. 31. The union represents 2,400 janitors in St. Louis.

''The union will pay the full share of hospitalization for every union janitor with these companies,'' said Local 50 President William Stodghill. ''We will make sure that every janitor and his or her family will not suffer just because five company owners are heartless.''

The union has since mounted an intensive public relations campaign, which includes leafletting, radio commercials and billboard advertisements. The billboards accuse the owners of exploiting ''janitors who keep offices clean. . . That's Dirty!'' and urge the public to ''Ask him why'' with a list of the owners' names and home telephone numbers.

> *''It is ridiculous to believe our city has any hope for the future if workers are treated like a renewable resource.''*
>
> **— David Stilwell of SEIU Local 399**

Similarly, in Denver, some 1,200 janitors, who clean 90 percent of the office buildings in the downtown area, are trying to fight off giveback demands, said Rick Hall, president of SEIU Local 105.

The contract between the Mountain States Employers Council and the union expired Feb. 28. The Council includes national industry giants American Building Maintenance and Pedus Services, as well as several local companies.

The council's last offer included a wage freeze for current workers, a lower wage rate for new hires and the elimination of key job security and workload protections. The union is proposing a 20-cent hourly increase, four paid sick days per year and maintenance of current contract provisions.

Five contractors who bargain outside the council have agreed to the union's proposal.

Contractors want to cut the number of workers, while increasing the workload on a workforce that is 65 percent women and more than 90 percent African American and Hispanic, according to the union.

''If somebody has been doing a job that takes four hours, you shouldn't be able to double the workload and say that is now four hours of work,'' said Hall.

The Council also wants the authority to allow contractors taking over a new building to fire 10 percent of the workers without cause or review.

Gay labor groups explore coalition

Trade unionists who belong to lesbian and gay union groups in New York, San Francisco and Boston are planning a June 1994 conference aimed at bringing their groups together into a national organization.

A planning meeting on the 1994 conference was held in Washington after an AFL-CIO reception for gay and lesbian union members. The reception, held in conjunction with the April 25 march for gay rights, was addressed by Service Employees President John J. Sweeney, AFSCME President Gerald W. McEntee and Jim Baker, executive assistant to AFL-CIO President Lane Kirkland.

Sweeney told the gathering the abridgement of any worker's rights is intolerable, whether the motivation is to retain economic privilege or ''just blind bigotry,'' as is the case in discrimination against homosexuals.

McEntee pledged that unions would stay in the fight, predicting that discrimination against gays and lesbians will be overcome just as segregation along racial lines was overcome ''only some time ago.''

Baker recalled the importance of gay and lesbian support in the success of the Coors beer boycott, which ended in 1987. Baker also noted that the historic AFL-CIO position against discrimination in the workplace includes jobs in the military.

The April 24 reception at AFL-CIO headquarters was the second time that gay and lesbian union members were hosted by the federation. The first was held during a gay rights march in 1987.

The three established regional groups who sent delegates to the planning meeting are the Lesbian/Gay Labor Alliance, founded in San Francisco in 1974; the Lesbian and Gay Labor Network organized in New York in 1986 and the Gay and Lesbian Labor Activists Network of Boston, also formed in 1986.

Indiana University workers go CWA

Bloomington, Ind.

By a 3-1 margin, the Communications Workers won the right to represent clerical and technical workers at the Bloomington campus of Indiana University after a four-year campaign.

More than 1,000 workers — 855 clerical employees and 150 technical employees — voted in favor for CWA representation in mail balloting conducted by the American Arbitration Association.

''A wonderful group effort brought about this great victory,'' said CWA District 4 Vice President Robert Johnson at a campus celebration April 26.

District 4 organizer Seth Rosen said CWA used the theme ''Now or Never,'' and built upon that in the days leading up to the election, as an Elvis impersonater reminded the workers to cast their votes to check out of ''Heartbreak Hotel.''

During an 11-day get-out-the-vote blitz, local officers, steward and members from locals in Ohio and New Jersey contacted more than 700 IU workers to remind them of the importance of their vote.

The campaign proved to be a family event for Susan Baxter-Fleming, president of CWA Local 4818, whose husband, Jerry, and mother, Jane Baxter, former local president (now retired), all participated.

Baxter-Fleming said the IU workers would have a separate local union charter.

Europeans strike one day over unemployment

More than a million European workers in 150 cities staged a one-day strike April 2 to protest unemployment, expected to reach 11 percent throughout the European Community.

The protests, called by the European Trade Union Confederation, included demonstrations, general strikes and temporary work stoppages.

"April 2 was a very significant day for the labor movement in Europe," said AFL-CIO European Representative Jerry Zellhoefer. "It clearly demonstrated the anger and frustration of organized working people over the alarming rises in unemployment rates in so many European countries and the failure of the European Community to put social issues on the top of the agenda in the economic integration process."

"The best way to get European integration back on track is to get Europe working," said ETUC General Secretary Emilio Gabaglio. "The heads of state and government must understand that only a sea change in their social and economic policies can call a halt to spiralling unemployment and fend off the increasingly looming threat of social dumping."

Despite agreement last year between the ETUC and employers on cooperation and growth in Europe, governments have concentrated on the monetary aspects of integration.

The ETUC has called for lower interest rates, increased living standards in less affluent countries, better vocational training and the reduction of work time.

In Britain, rail workers idled the trains, London bus drivers struck over job loss and pay cuts and miners stayed out. In eastern Germany, steel workers struck for higher wages. Some 13 million Italian workers stopped working for four hours, paralyzing transport, mail and other services. In Belgium, a mass demonstration was led by a model of a Hoover vacuum cleaner, the latest symbol of social dumping. Hoover moved a plant from France to Scotland to take advantage of cheaper labor.



Ray Crowell/Page One Photography

Auschwitz survivor Chris Lerman describes her experience as a labor preview tour group stands in the U.S. Holocaust Museum's exhibit on the camps. Listening to her, from right, are museum council member Miles Lerman; Service Employees Director of Public Policy Peggy Connerton; SEIU General Counsel John Hiatt; Food and Commercial Workers Executive Vice President Jay Foreman; Retail, Wholesale and Department Store Union President Lenore Miller; Building and Construction Trades Department President Robert A. Georgine; and Rita Georgine.

Labor's anti-Holocaust role told

The story of organized labor's support for the victims of Adolf Hitler has become part of the newly dedicated United States Holocaust Memorial Museum.

The museum was established in 1980 by an act of Congress creating a living memorial to the 6 million Jews and millions of other Nazi victims who perished in the Holocaust. Private donations raised through a national fund-raising campaign built and equipped the facility, which was wholly union-built.

The permanent exhibits document the American labor movement's early and continued opposition to Hitler and his regime dating from the early 1930s.

U.S. unions played an active role from 1933 on in providing assistance to refugees from Nazi Germany (and later from occupied countries) in the form of financial support, protest actions of various kinds, a boycott of German goods and services and efforts to secure visas to the United States and to other countries for those fleeing the fascists in Germany, Italy and Spain.

In addition, the AFL and its affiliates established an early and diverse effort to raise the alarm about the danger of Hitler — to workers, their unions, to Jews, and to the world. AFL President William Green, Ladies' Garment Workers President David Dubinsky and many other trade union leaders beat the drum of support for those persecuted in Germany and elsewhere in Europe.

Another exhibit details the assistance rendered by American trade unionists to German free trade unionists to rebuild themselves in post-war Germany. The German free trade unions helped bolster the new democracy after the war.

Organized labor in the United States renewed these efforts when the museum was established, and the AFL-CIO, its affiliates and several state federations have combined to contribute about $2.6 million in pledged gifts to the museum.

Representatives of the AFL-CIO and its affiliates were invited to the preview ceremonies before the museum was opened in recognition of those efforts. The federation was represented by AFL-CIO Vice Presidents Robert A. Georgine, president of the Building and Construction Trades Department, and Lenore Miller, president of the Retail, Wholesale and Department Store Union.

The overall exhibit tells the story of the Holocaust in several steps. It presents a history through artifacts, photographs, films and eyewitness testimonies, while a wall of remembrance made up of hand-painted tiles pay tribute to the 1.5 million children who lost their lives. Children learn of the horrors through the wall and through "Daniel's Story," which presents the Holocaust from the perspective of a Jewish child growing up in Nazi Germany.

"Assignment Rescue: The Story of Varian Fry" recounts the tale of a New York journalist and a small group of colleagues who rescued 2,000 people. The museum also includes an interactive learning center, an education center, theater and auditorium and the Hall of Remembrance, America's national memorial to the victims.

Painters say nation needs tough anti-lead regulations

By Colleen M. O'Neill

Lead paint continues to pose a problem for people and the environment, necessitating an aggressive prevention strategy.

That is the message of the International Brotherhood of Painters and Allied Trades in its recently released white paper "Getting the Lead Out: Protecting All Americans from Lead-Paint Poisoning."

"The Clinton administration and Congress cannot allow the lead paint abatement industry to grow without enacting and enforcing regulations that protect Americans from the threat of lead paint and its removal," said Painters President A.L. Mike Monroe. "Such inaction will cause massive amounts of unsafe lead paint exposure among workers, homeowners and their dependents."

Lead commonly enters the body through ingestation or inhalation and can damage the nervous and reproductive systems, kidneys, heart and blood. Lead remains in these organs for decades and is slowly released throughout the body.

Children have a much lower tolerance for lead than adults and often suffer mental and physical retardation from exposure.

A comprehensive national strategy for lead paint abatement is urgently needed because of its continued presence in homes, schools, public buildings and the country's infrastructure.

Common symptoms of acute lead poisoning are loss of appetite, vomiting, nausea, stomach cramps, fatigue, moodiness, anemia and head and muscle aches. Severe health effects of acute lead exposure include damage to the nervous system, including wrist or foot drop, tremors, convulsions and seizures.

Monroe said a comprehensive national strategy for lead paint abatement was urgently needed because of its continued presence in homes, schools, public buildings and the country's infrastructure.

For example, approximately 80 percent of the nation's bridges are covered with lead paint. The risks of exposure to lead paint dust for workers toiling on those bridges and those living near them are great if proper precautions are not taken, the IBPAT study said.

Additionally, lead paint continues to pose a health threat to millions of American homeowners. In fact, the paper said, approximately 20 million of the 57 million privately owned homes that contain lead-based paint have unsafe levels of lead dust and chips.

Estimates for the cost of removing the paint from all residences run as high as $240 billion, the union said. Given the high cost of abatement, the Painters said that close to 5 million homes across the country are at risk of abandonment because of lead paint hazards.

Approximately 90 percent of the 775,000 public-owned housing units also contain lead-based paint, the study showed. Congress has ordered the Department of Housing and Urban Development to test all Indian and public housing units for lead paint by 1994 and, if necessary, to remove it.

The white paper calls on Congress to fully enforce the regulations under development to implement Title X of the Housing and Community Development Act of 1992 and to address lead paint poisoning issues not covered under the HCDA — specifically, fully funding the removal of lead paint as well as the proper protection for workers performing removal operations.

The paper also urges the development of laws to:

- Devise universal standards for identifying, recording and tracking lead poisoning cases.
- Create stringent and universal standards for the accreditation of programs for certification, licensing and training of lead paint abatement workers and contractors.
- Deploy teams of technically trained workers to help solve the country's lead paint crisis.
- Reduce the harm to air, land and water caused by lead paint abatement.
- Ensure that all these regulations are strictly enforced through strong fines and other means.

ECONOMY

Top corporate executives take 56 percent pay hike

Workers struggle to keep up with inflation

By John R. Oravec

America's top corporate bosses put themselves into a class of their own as executive pay surged 56 percent last year, while wages of rank-and-file workers barely kept pace with the 3.2 percent inflation rate.

A survey by Business Week magazine showed that the "average" chief executive officer of a blue chip corporation raked in $3.8 million in salary, bonuses and stock options in 1992.

Outside the corporate board rooms, wage earners were struggling to make ends meet. According to the Bureau of Labor Statistics, the average hourly paid worker earned $18,944, while manufacturing wage earners averaged $24,411, based on a full year of work.

Topping the corporate compensation register last year was Thomas J. First Jr., chairman and CEO of the Hospital Corporation of America, who pulled in $127 million. At that rate, his weekly pay averaged $2.4 million. The average nonagricultural worker earned $364.30 a week.

First was among five HCA executives who drew a total of $167.3 million last year, mainly through their stock options, according to the company's proxy statement. HCA provides health services through a string of hospitals it owns and operates.

The highest paid non-CEO was Donald R. Keough, president of Coca-Cola, who collected $40.8 million in 1992 with salary and bonus payments of $2.1 million and $38.6 million in long-term compensation.

Overall corporate profits advanced 14 percent last year. However, even CEOs of firms that were hit by losses fared well. For example, Stephen Wolf of United Air Lines pulled in $17.1 million despite UAL's shareholder return showing a 26 percent loss. At Caterpillar Inc., Donald Fites collected $1.7 million while the company's average return on equity was minus 6.4 percent.

AFL-CIO economist Frank Parente noted that the surge in compensation for corporate officers has far outstripped other key economic components over the past 12 years.

In 1980, Parente said, the pay of corporate America's CEOs about 42 times more than that of factory workers. By 1990, it was 85 times higher. In 1992, CEOs were collecting 157 times more a year — $3.8 million, versus $24,411 for the factory worker who was not hit by layoffs, as many were.

According to a BLS study, 6.7 million families, or 10 percent of all working families, had one or more unemployed member during 1992.

Median wages and salary earnings of the nation's 67.1 million families rose just 2.1 percent over the 12 months ended in March, while the government's consumer price index climbed 3.2 percent.

Overall, BLS said the average family's weekly earnings were $694 in the first quarter, up $14 from a year ago. Families with one earner had weekly pay of $407, while weekly income for families with two or more earners was $923.

After Thomas First's $127 million at the top of the multi-million dollar compensation club came Sandford I. Weill, CEO of Primerica, who collected $67.6 million last year. Others high on the list were Charles Lazarus of Toys 'R' Us at $64.2 million and Leon C. Hirsch of U.S. Surgical at $62.2 million.

Anthony J.F. O'Reilly of H.J. Heinz, who was the top-paid CEO in 1991 at $75 million, slipped to sixth place last year with a total compensation of $36.9 million. In 14th place was Chrysler Corp.'s Lee A. Iacocca, who retired last year with a payoff of $16.9 million.

Business Week figures that Michael D. Eisner of Walt Disney Co. will top the list this year after he exercises his stock options that are valued $197 million. He managed to struggle through with just $7.4 million in compensation last year.

Significant statistics



Source: Bureau of Labor Statistics/Business Week magazine

Top executives of blue chip corporations rewarded themselves with pay raises last year averaging 56 percent, while workers struggled to keep up with the 3.2 percent hike in consumer prices. During the past 12 years, CEO pay soared 511 percent, corporate profits were up 122 percent, hourly wages rose 63 percent and the cost of living jumped 70 percent.

Durable goods orders
March -3.7 percent

Housing starts
March -4.6 percent

Industrial production
March no change

Operating capacity
March 79.9 percent

Foreign trade deficit
February $7.2 billion

AFL-CIO NEWSGRAFIC

Foreign trade deficit hits three-month high

The U.S. foreign trade deficit widened in February to a three-month high of $7.2 billion, with labor-intensive manufactured goods accounting for 90 percent of the shortfall.

Both imports and exports edged up in February, the Commerce Department reported. Imports were at $44.4 billion while U.S. firms shipped out $37.2 billion in merchandise.

Before seasonal adjustment, the nation posted a $6.5 billion trade gap for manufactured goods, an increase of $400 million from January. Imports surged by $600 million to $34.4 billion while exports rose by $200 million to $27.9 billion.

The three-month moving average of the overall trade deficit was $7.1 billion, the Commerce Department said, well ahead of the $5 billion rate of a year ago. At the current pace, the 1993 trade deficit would amount to $85 billion. Last year's trade gap totaled $84.3 billion.

During the first two months of the year, the trade deficit totaled $14.4 billion, up sharply from the $9.4 billion shortfall of January-February 1992.

The largest imbalance in February was again with Japan, rising by $200 million to $4.1 billion. Imports from Japan rose by $400 million to $8 billion, while exports to Japan rose $200 million to $3.9 billion. The United States ran up a $49 billion shortfall in merchandise trade with Japan last year, and the shortfall in the first two months of 1993 is 14 percent higher over the 1992 comparable period.

The Commerce Department's report was released just hours before President Clinton met with Japanese Prime Minister Kiichi Miyazawa to discuss trade issues.

Citing Japan's growing surpluses in its current global account and merchandise trade, Clinton said he was "deeply concerned about the inadequate market access for American firms, products and investors in Japan."

While noting the complexity of the trade issues, Clinton stressed, "the simple fact is that it is harder to sell in Japan's market than in ours. America is accepting the challenge of change and so too must Japan."

"The cold war partnership between our nations is outdated," the president said. "We need a longer-term vision, and above all, based on mutual respect and responsibility."

Clinton and Miyazawa said they had agreed that Japan would devise a plan in coming months geared to reducing the country's trade surplus with the United States.

In February, the United States also ran up deficits with China, $1.2 billion; Canada, $964 million; Germany, $587 million; Italy, $269 million; and the Organization of Petroleum Exporting Countries, $958 million.

The United States posted trade surpluses with Western Europe, $1.4 billion; Australia, $400 million; Mexico, $300 million; Egypt, $300 million; and Hong Kong, $200 million.

Imports of steel dropped by 45 percent in February to 838,000 tons as preliminary rulings against dumping by foreign producers took hold. Import penetration eased to 11 percent of the U.S. market from 18 percent in January.

In other economic reports:

- Factory orders for durable goods continued their roller coaster ride in March, dropping 3.7 percent, the Commerce Department said. Orders for the "big ticket" items rose 2.2 percent in February after a 2.3 percent dip in January.

March orders for durables amounted to $130 billion, the lowest mark in 15 months. A 10.2 percent plunge in the transportation equipment sector — mainly aircraft — pulled down the overall demand for durables.

Factories also reported that their backlog of unfilled orders fell 1.1 percent to $447 billion, the first monthly decline since November. But shipments of durable goods rose 0.7 percent to $135 billion, following a 2.7 percent rise in February.

- Industrial production leveled off in March after five straight months of fairly strong gains, the Federal Reserve said in attributing much of the slowdown to severe winter weather.

Industries most affected by the storm included textiles, steel, tobacco and coal mining, the Fed said. Output of business equipment rose while consumer goods production was level.

Industries operated at 79.9 percent of capacity in March, well below the 85 percent rate in 1988-89 before the start of the Bush recession.

- Housing starts fell 4.6 percent in March as the "Blizzard of 1993" swept through the South and the East to slow construction activity.

The Commerce Department said construction of new single-family homes slipped to a seasonally adjusted annual rate of 1.13 million, down from 1.19 million in February.

For the first three months of 1993, housing starts were down 7.3 percent from the year-ago first quarter.

Applications for building permits, a barometer of future construction activity, dropped 8.8 percent in March.

—John R. Oravec



Ray Crowell/Page One Photography

Roy Gutman of Newsday receives the Newspaper Guild's Heywood Broun Award from UPI's Helen Thomas and TNG President Charles Dale. Gutman was honored for his series exposing the "ethnic cleansing" horrors in Serbian-controlled Bosnia.

UFW's Cesar Chavez dies, led fight for 'La Causa'

Cesar Chavez, who championed ''La causa'' of migrant farm workers and spent a lifetime building the United Farm Workers, died April 23 in San Luis, Ariz. He was 66.

Chavez captivated the conscience of America from the 1960s on as he led the first successful effort to organize migrant workers in the California fields. Chavez relied on hunger strikes, boycotts and other demonstrations and always had the support not only of trade unionists, but also of religious, political and other leaders.

Chavez was found dead in the private home where he was staying in Arizona in conjunction with a Farm Workers rally. He was described as having died quietly, of ''natural causes.''

Notice of his death was met by the nation's leaders in sadness and respect, with President Clinton remembering Chavez as ''an inspiring fighter for the cause to which he dedicated his life.''

In a letter to Chavez's wife, Helen, AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue recalled Chavez as ''an inspiration to generations of activists'' who ''conveyed hope and determination, especially to minority workers, in the daily struggle against injustice and hardship.''

The testimonial to Cesar and his life's work remains the improved lives of generations of farm workers and their families, they wrote.

A rosary, march and April 29 funeral mass were held at the union's headquarters town of Delano, Calif., at which Donahue described Chavez as a ''tower of inspiration.''

Chavez was born near Yuma, Ariz., into a farm family which moved to California in the late 1930s, and there, followed the harvests of carrots, cotton and other crops.

After a stint in the Navy during World War II, he returned to California and joined a community organizing effort led by activist Saul Alinsky that was seeking to expand the political standing of Mexican-Americans.

Chavez led a group of Mexican-American farm workers attempting to organize in California in the 1960s at the same time the AFL-CIO was working with a similar group made up of Filipinos. With the assistance of the AFL-CIO Organizing Department, the two groups were brought together to form the UFW, originally as an organizing committee and soon as a new AFL-CIO union, both with Chavez as president.

Chavez's first major labor campaign was La Huelga, the strike, begun in 1965 against table grape growers in the San Joaquin Valley. Along with the strike came a nationwide boycott of California grapes, which ended when growers agreed to a union contract in 1970.



Cesar Chavez

The successful campaign brought pay increases, benefits, union membership and a sense of job security to workers who had been among the most exploited in the nation. His efforts also improved wages and working conditions of migrant workers throughout the state.

In a major victory, California adopted a state Agricultural Labor Relations Act in 1974 that established collective bargaining for farm workers.

But when growers refused to renew contracts with the UFW in 1973, the national grape boycott resumed. Every effort, whether lettuce, table grapes or whatever, was a struggle met with fierce opposition and the union never grew beyond 10,000 to 15,000 permanent members in an industry of seasonal work.

Chavez continued his campaign for farm worker rights, launching the Wrath of Grapes campaign in 1984 to protest the government's lack of concern about health hazards to field workers.

As part of that effort, UFW documented the serious health problems farm workers face, including exposure to five harmful pesticides that affect workers and their children and illnesses resulting from unsanitary conditions in the fields.

Newsmakers

Thomas Hanley is the new organizing director of the Hotel Employees and Restaurant Employees. He previously was a HERE vice president-at-large, and succeeds **Vincent Sirabella,** who died in early 1993 after a brief retirement from the post.

Donald A. Johnson has been elected president of the Illinois AFL-CIO, replacing **Richard J. Walsh,** who moves to a new position as director of the AFL-CIO's national COPE office. Replacing Johnson as secretary-treasurer of the state organization is **Margaret Blackshere.** The two were elected at a special executive board meeting in mid-April and will assume their new duties June 1.

Rick S. Bender has been elected by the Washington State AFL-CIO to fill the balance of **Larry Kenney's** presidential term, which runs through 1993. **Ron Judd,** executive secretary of the Seattle/King County Building and Construction Trades Council, was elected to fill Bender's post as executive secretary-treasurer of the King County Labor Council.

E. Olena Berg has been nominated as assistant secretary of labor for the Pension and Welfare Benefits Administration. She is chief deputy state treasurer for the California State Treasurer's Office. Former Michigan Department of Commerce Director **Douglas Ross** has been nominated as assistant secretary of labor for employment and training. **Karen Nussbaum,** executive director of the National Association of Working Women and president of SEIU District 925, has been named to head the Department of Labor's Women's Bureau.

The Teamsters and the British transport union have signed an agreement for an information exchange on companies and working conditions and regular consultations between union leaders. The unions plan to immediately consult on United Parcel Service and the possibility of a coordinated approach to the company, which employs members of both unions. IBT Vice President **Mario Perruci** said the agreement would ''improve our ability to represent members' interests in a world where companies are operating globally.''

AWARDS

New York City Central Labor Council President **Thomas Van Arsdale** was selected as one of the winners of the John LaFarge Memorial Award for Interracial Justice given by the Catholic Interracial Council at its 58th anniversary dinner April 27 in New York. The award is presented to those who have worked to eliminate racism and discrimination.

The George Meany Center for Labor Studies will offer these workshops and programs during May and June. The schedule:

Labor Law for Organizers (May 2-7) — A review of laws governing private sector organizing, election procedure and corporate campaigns.

Effective Speaking (May 9-14) — A workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises also emphasize listening skills.

Union Issues for Working Women (May 23-28) — An institute that identifies the concerns of working women and shows how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

How to Make a Videotape (May 23-28) — Full-time local union staff who want to learn the basics of how to create short and inexpensive videotapes for their members and/or communities can take advantage of this new workshop.

Organizing in the Construction Industry (May 23-28) — A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

New Staff Program (June 6-18) — For recent union staff additions, the workshop aims at improving planning skills, developing personal skills to fit the various roles of union staff and providing insight into the labor movement.

Certified Employee Benefit Specialist Programs IV & V (June 7-11) — Courses on employee benefit and retirement plans, respectively, will be held as part of 10 courses in the CEBS program.

Arbitration: Preparation & Presentation (June 20-25) — Includes mock cases before professional arbitrators. Sessions will be videotaped.

Negotiating & Writing Contract Language (June 20-25) — Designed to sharpen negotiators' skills on writing contract language and responding to company proposals.

Organizing I (June 20-25) — A review of key elements of an organizing campaign, including targeting house calls, picking winning issues and developing plant committees.

AFL-CIO affiliates and departments using the campus in May are: Electrical Workers (May 9-14); Pennsylvania State Fire Fighters (May 10-14); AFSCME (May 16-21); Iron Workers (May 23-28).

For more information about labor studies programs write or telephone the registration office at the George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland 20903. Telephone 301/431-6400. FAX 301/434-0371.

UAW: Caterpillar feeling effects of union campaign

By James B. Parks

Caterpillar's refusal to negotiate a contract with its UAW employees is causing the company to lose money, produce inferior products and create a hostile work environment, according to a top union official.

One year ago 12,600 UAW members suspended their strike against the farm equipment manufacturer and began an inside-outside campaign to force the company to bargain. The company's refusal to bargain a new contract is taking a heavy toll, said UAW Secretary-Treasurer Bill Casstevens.

The union's ''work to rule'' strategy inside the plants ''is denying the company the extra effort and ingenuity that only a well-motivated work force can provide,'' Casstevens added.

''What has Caterpillar gained by its decision to wage war against its own work force?'' Casstevens asked, ''a healthy dose of negative publicity, a series of unfair labor practice complaints and an extremely hostile work environment inside Caterpillar plants.

''If this is what happens when Caterpillar wins a 'clear victory,' I'd hate to see what happens when it suffers a serious defeat,'' said Casstevens, who heads the union's Caterpillar Department.

Although the company posted a modest first quarter profit, Caterpillar's stock value has dropped to half what it was in 1990. The company lost money in seven of the last eight quarters.

Stockholder dissatisfaction with the company's management was evident at the annual meeting April 14 in Wilmington, Del., where a proposal supported by the union to change the way directors are selected garnered 32 percent of the vote.

Casstevens told the stockholders the union was willing to go back to the negotiating table as soon as the company withdraws the contract it imposed on workers last year. No contract negotiations have been held since June 1992.

The imposed contract includes substandard health benefits, removes job security protections and creates a two-tier wage system that pays new hires and recalled workers poverty wages. In Denver, one newly hired worker found that Caterpillar wages were so low, he qualified for food stamps while on the company payroll, Casstevens said.

''That's the future according to Caterpillar — and UAW members aren't buying it. Cat must not be allowed to force its workers to rely on taxpayer-funded government subsidies in order to survive,'' he said.

Casstevens and 130 other UAW members were arrested for holding a rally on Caterpillar property at the Mossville, Ill., plant. ''This is to exercise our rights. ''We are not going to surrender our rights based on threats,'' Casstevens said. ''We don't think they have a right to arrest us. If they do, so be it.''

Many of the 300 workers at the demonstration were wearing T-shirts proclaiming ''Permanently Replace Fites,'' referring to Caterpillar's CEO Donald Fites.

''The company said the T-shirts denigrate Fites,'' Casstevens said. ''But what about the 15,000 people he wanted to replace?''



UAW photo

UAW Secretary-Treasurer Bill Casstevens, right, shows off his handcuffs after being arrested on Caterpillar property at the Mossville, Ill., plant.

Nordstrom to pay $30 million

Some 40,000 current and former Nordstrom Inc. employees could get as much as $30 million in back pay after a Washington state judge approved a settlement in a case brought by the Food and Commercial Workers.

''This as a giant victory for the UFCW,'' said Joe Peterson, president of UFCW Local 1001. ''The settlement has sent a message to the rest of the retailing industry that they had better not violate wage and hour rules.''

In its class action complaints filed in 1990, UFCW charged Nordstrom with failing to pay workers for ''off the clock'' work, for not paying overtime rates and for not keeping accurate pay records.

Last January, management and the union agreed to the proposed settlement, which was approved April 12 by Judge William L. Downing of the Washington Superior Court for King County.

During the course of the litigation, employees at Nordstrom stores in Seattle voted to decertify Local 1001 as the bargaining agent for about 1,600 employees. A year later, a sister local in Tacoma filed a disclaimer of interest in continuing to represent some 300 employees at Nordstrom stores in that city.

Peterson said the settlement nonetheless was a significant accomplishment for the UFCW. ''It's not just an issue of representation, but of enforcing the statutes,'' he said.

INSIDE

VOLUME 38, NUMBER 10
MAY 3, 1993

AFL-CIO NEWS

1 ***Labor launches drive to nix Bush trade pact***

''Not this NAFTA'' is the message the labor movement is sending to President Clinton and Congress in a campaign to dump the Bush administration's version of the agreement.

2 ***UMWA showdown finds unions ready***

Union members and supporters were standing firm with Mine Workers at the nation's coal companies as the expiration of the contract extension with the UMWA draws near.

3 ***Reich renews call for OSHA reforms***

On Workers Memorial Day, Labor Secretary Robert Reich testified before Congress on workplace safety and health, calling the status quo ''simply unacceptable.''

4 ***Lost Xerox jobs are back in USA***

Some 300 copy machine assembly jobs are coming back to the United States from overseas under an innovative agreement between the Clothing and Textile Workers and Xerox Corp.

5 ***Rites, rallies mark Workers Memorial Day***

Unionists marked the fifth annual Workers Memorial Day at more than 100 sites with dedication ceremonies, conferences, marches, rallies and moments of silence.

10 ***Corporate executives draw hefty pay raises***

America's corporate bosses gave themselves 1992 pay raises of 56 percent while workers barely kept pace with inflation of 3.2 percent. Executive pay soared 511 percent in 12 years.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

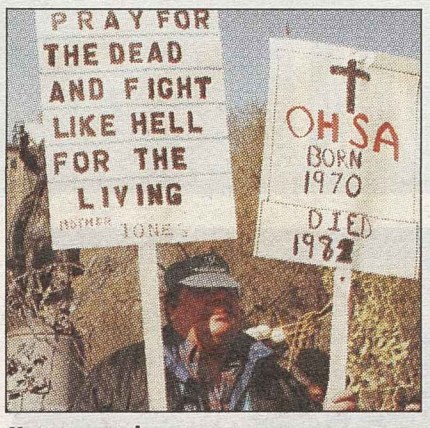
5/3/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 11 MAY 17, 1993

FOCUS



Unions send message on Workers Memorial Day. **See Pages 8-9.**

Council takes major issues to Clinton

By Michael Byrne

The AFL-CIO Executive Council launched campaigns in support of labor's four major legislative issues and reiterated those concerns to President Clinton, who invited the council members to the White House.

The council adjourned the first day of its two-day May meeting to walk to the White House, where they met with Clinton and Vice President Gore. They also pledged labor's support for Clinton's efforts to gain congressional approval of an economic stimulus package to create jobs. **(See story, Page 14)**

The council spent much of its time on the four legislative campaigns: for national health care reform, a ban on ''permanent replacements'' for striking workers, rejection of the Bush administration's trade agreement with Mexico and reform of the nation's workplace safety laws.

The council also endorsed an Aug. 28 march and rally at the Lincoln Memorial to commemorate the 30th anniversary of the March on Washington for Jobs and Freedom, which was organized in 1963 by AFL-CIO Vice President A. Philip Randolph and Bayard Rustin and featured Dr. Martin Luther King Jr.'s historic ''I Have a Dream'' speech.

That march was a major impetus for the 1964 Civil Rights Act, the council said, but noted ''fitful progress in the last 30 years toward the march's goals (and) we are still far from achieving social and economic justice for all.''

The council, authorizing AFL-CIO President Lane Kirkland to be a national

Continued on Page 7

EXECUTIVE COUNCIL

- Job training guidelines issued. **Page 4**
- Inner-city pension investment set. **Page 4**
- Joyce Miller, Jack Otero join Clinton team. **Page 5**
- Organizing victories reported. **Page 5**
- State battles projected. **Page 7**

Trade pact campaign bubbles up

'Not This NAFTA' cry sweeps U.S.

By John R. Oravec

Unions are stepping up efforts throughout the country to contest the North American Free Trade Agreement negotiated by the Bush administration.

In rallies, demonstrations, petition drives and multimedia campaigns, the labor movement is bringing a unified message to Congress and President Clinton that Bush's trade deal is detrimental to workers, their living standards and the environment.

- This NAFTA would be ruinous, Donahue testifies. **Page 12**
- 'Not This NAFTA' petitions ready. **Page 16**

With the AFL-CIO's ''Not This NAFTA'' crusade gaining momentum, deep misgivings about the agreement are being expressed in Congress.

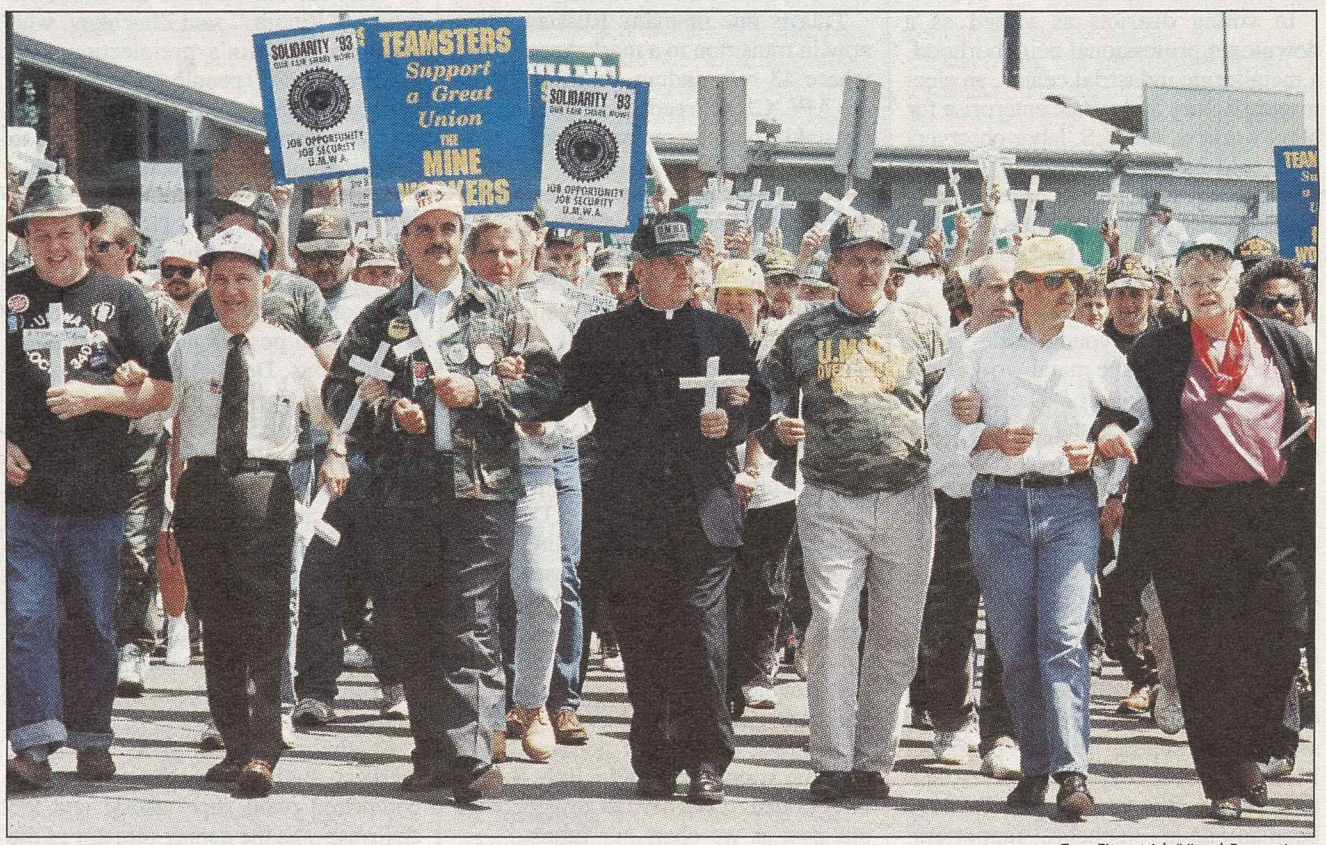
Under ''fast-track'' provisions, both chambers of Congress must ratify the proposed trade pact. But implementing legislation has yet to be submitted, pending further negotiations with Canada and Mexico to redress the serious flaws in the Bush deal.

There is noticeable apprehension in some sectors that the follow-up negotiations on the collateral agreements are not addressing the labor movement's concerns on jobs, worker rights and import surges.

Labor's qualms about NAFTA were spelled out at a May 4 press conference by AFL-CIO President Lane Kirkland.

''Clearly, we do not support the

Continued on Page 13



Tom Fitzpatrick/Visual Perceptions

The Rev. Donald McIlvaine joins Pennsylvania unionists in pre-strike support march for the Mine Workers in Pittsburgh.

Mine Workers begin 'strategic' strikes

By James B. Parks

After months of stalled negotiations and unfair employer practices, about 2,000 Mine Workers walked out in the first wave of strikes against the nation's largest coal operators.

''The coal operators' refusal to bargain in good faith has left us no choice but to take this action,'' said UMWA President Richard Trumka.

''The strikes are very strategic and selective. They are designed to exert pressure on a continuous and escalating basis,'' Trumka said at a Washington news conference. The initial walkout May 10 involved workers at three companies — Ziegler Coal Holding Co., Arch Mineral Corp. and AMAX Inc. — in Illinois and Indiana.

The strike could be expanded to additional companies if management negotiators ''don't come to their senses,'' Trumka said. Additional actions might include rolling strikes or expanding the strike. ''No company is safe from being struck,'' he said, ''but I hope I won't have to bring a single additional worker out.''

The UMWA has been assisted by the AFL-CIO Strategic Approaches Committee, which prior to the strike action organized demonstrations in four cities that called on Hanson PLC and Consol Energy to bargain in good faith. The federation's Industrial Union Department coordinated a series of in-plant activities at Hanson facilities.

In addition, the Department of Organization and Field Services has been working with religious groups to rally the kind of community support that was crucial to the UMWA's victory in the Pittston Coal Co. strike two years ago. A statement of support by 600 religious leaders, representing 25 faiths, appeared in the Capitol Hill newspaper ''Roll Call.''

The UMWA first called for negotiations with the companies of the Bituminous Coal Operators Association last summer. But talks only began in March after the union mounted a one-month unfair labor practices strike against the largest company, Peabody Holding, which is owned by Hanson. The BCOA agreed to a contract extension, which expired May 3. The contract covers 60,000 workers.

The major issue is job security. Thousands of coal miners face unemployment over the next 10 years, Trumka said, as the coal supply is exhausted in mines where UMWA members work. That supply is being exhausted even more quickly because

Continued on Page 6

POINT OF VIEW

Russian vote gives hope to democracy

By Michael Byrne
Tula, Russia

The people of Russia have spoken and their voices have been heard around the world. And now, as democratic nations watch with great interest and hope, it is up to Russian leaders to give power to that voice.

The mandate for President Boris Yeltsin's economic reforms was clear throughout Russia, and the vote in this industrial city of 600,000 some 200 miles south of Moscow may serve to illustrate both the triumph and the trials of infant democracy in this country.



Michael Byrne/AFL-CIO News

Cathy Cosman of the AFL-CIO Free Trade Union Institute (background, right), talks with Igor Ryabov of the Christian Democratic Union as votes are counted at a polling place for blind workers in Tula, Russia.

An AFL-CIO delegation here to observe the referendum found workers voting overwhelmingly in favor of Yeltsin, aligning with new entrepreneurs in repudiating the obstructionist tactics of the Congress of People's Deputies, which is dominated by former Communist officials.

In voting districts as varied as a downtown professional neighborhood, a metallurgic industrial center, an electronics factory and a state enterprise for blind workers, the U.S. labor observers were told that Yeltsin and his reform policies provided the best hope for economic renewal and that the Russian people would never go back to communist domination.

''There really is no alternative (to Yeltsin),'' said one young worker as he left the polls near the metal works with his wife and daughter. ''The president has a program for change and the other side has nothing.''

One observer from a Russian civic group was more positive. ''Yeltsin gave us our freedom,'' he said. ''He should be allowed to continue with his program of reform.''

Yeltsin has endured rough political sledding since he was elected to head the Confederation of Independent States on the strength of his defiance of troops seeking to depose former president Mikhail Gorbachev. But workers, and particularly free trade unionists, have been among his staunchest supporters.

The AFL-CIO gave Yeltsin its endorsement even before he foiled the coup, when the Executive Council welcomed him to the United States after his election as president of Russia in June 1991. He had opposed Gorbachev's effort to preserve the old Soviet Union and told the council he would work with the independent trade unions to improve the lot of workers in Russia.

Tula is one of many Russian cities now in transition to a market economy, where 43 referendum observers from the AFL-CIO, Freedom House and the Helsinki Commission fanned out to take the pulse of the electorate.

''On the whole, Tula has benefited from Yeltsin's market reforms,'' noted Cathy Cosman of the AFL-CIO Free Trade Union Institute, a member of the delegation. ''A group of young entrepreneurs is trying to break the state monopoly on some industries, and there seems to be a real connection to democratic ideals.''

Among the new democrats is Vladimir B. Lobanov, a member of the Tula Town Council of People's Deputies who chairs that body's standing committee on human rights and mass media.

The committee recently published three tracts on human rights as supplemental texts in the city's schools, and Lobanov noted that the Russian people are starting from scratch in their efforts to embrace democratic notions.

''You know, we're all a little Red,'' he confided. ''We have to struggle with our past as we chart our future.''

Lobanov works with new entrepreneurs such as Mikhail Zhuchkov, a self-described ''young millionaire'' who has parlayed easy credit and technical expertise into a small business specializing in ambulance equipment. These ''joint-stock'' enterprises are primary vehicles to privatize portions of state enterprises in Russia.

''This referendum will determine the future of Russia,'' said Zhuchkov, who organized Yeltsin's pre-election visit that drew 20,000 people to Tula Square. ''We will either go forward with these market reforms or we will go back to the communist system where we had to arm ourselves to gain the respect of the rest of the world.''

Lobanov and Zhuchkov are members of Democratic Russia, an organization that campaigned for Yeltsin across Russia with posters, leaflets and other publications. Democratic Russia sponsored the international election observers and secured their legal standing at each polling place.

The observers were on the lookout for duplicity by the election commissions at each site. These commissions often had not changed in character since the communist days, and some were said to be controlled by the Oblast (regional) Councils, which in turn are controlled by the communist-dominated Congress.

At the state enterprise for blind workers, for example, the commission comprised plant supervisors, and the chairman was the deputy director of the enterprise and a suspected communist sympathizer. Igor Ryabov, leader of Tula's Christian Democratic Union, accused the chairman of trying to manipulate the blind voters.

But those charges could not be confirmed and, in fact, as the ballots were counted late in the evening with Yeltsin headed to an overwhelming victory in the precinct, the commission chairman was smiling broadly as he chatted amiably with Ryabov.

In Tula and throughout Russia, Yeltsin received nearly 60 percent of the vote on the question of confidence in his leadership. His economic reform program also was supported by a majority of the voters. But the question of new elections never had a chance, since Russia's constitutional court had required a majority of all eligible voters.

But with the personal and political mandate in hand, Yeltsin began maneuvering around the communism-era Congress. He called a constitutional convention for June 5 to consider a proposed new constitution that would replace the Peoples Deputies with a Western-style bicameral parliament. And he sought extraordinary new powers to dissolve the Congress.

Ilya Shablinsky, a member of the constitutional commission and a political adviser to the Free Trade Union Institute office in Moscow, was hopeful despite the uncertainty.

''The referendum will settle nothing,'' he said before the vote. ''Yeltsin may improve his hand and be ready for another move. But it will only be another stage in our effort to gain a new constitution. The movement is clear, but the details and the timing lie somewhere down the road.''

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 11 — MONDAY, MAY 17, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia

LEGISLATION

Congress takes up workplace fairness

Labor prepares for Senate fight

By James B. Parks

The AFL-CIO's campaign for workplace fairness kicked into high gear as the bill to ban the ''permanent replacement'' of striking workers cleared its first congressional hurdles.

The House Education and Labor Committee and the Senate Labor and Human Resources Committee both approved the bill on May 5, with the House panel adding an amendment to rename the bill in honor of the late Cesar Chavez, president of the Farm Workers, who died April 23.

The House version of the bill, H.R. 5, must be approved by two committees with jurisdiction over the Railway Labor Act. The Senate version, S. 55, is ready to go to the floor, but no dates have been set for floor action. Currently, the bill has 190 co-sponsors in the House, which passed the same measure in 1992 by the comfortable margin of 242-184.

AFL-CIO President Lane Kirkland, at a news conference during the federation's May Executive Council meeting, said labor will work hard to get the measure approved in the House before the July recess, but is expecting a tough fight in the Senate, where a Republican filibuster stymied the legislation last year.

''In the Senate, we need to find 60 votes to bring about cloture against the threatened filibuster led by the minority,'' he said. ''That is an uphill struggle. We recognize that. But we will be applying our best efforts to achieve that objective.''

Labor has gained the solid backing of religious groups in its struggle for workplace fairness. In an April 29 statement on the Mine Workers' negotiations with coal operators, more than 600 religious leaders condemned ''from a moral and ethical perspective'' the use of ''permanent replacements'' for striking workers.

Signers of the statement included Cardinal Joseph Bernardin of Chicago; Most Rev. Edmond L. Browning, presiding bishop and prelate of the Episcopal Church; Rt. Rev. John Hurst Adams, senior bishop of the African Methodist Episcopal Church; Rabbi Alexander M. Schindler, president of the Union of American Hebrew Congregations; Rev. Paul H. Sherry, president of the United Church of Christ; Dr. Herbert W. Chilstrom, bishop of the Evangelical Lutheran Church; and Dr. John Fife, moderator of the Presbyterian Church (USA).

AFL-CIO Legislative Action Committees have met with more than 60 members of Congress to urge passage of the bill. Other LACs are scheduling meetings during the Memorial Day recess to lobby their representatives for the legislation.

Meanwhile, the Clinton administration reaffirmed its support of the bill. In a May 4 letter to Education and Labor Chairman William D. Ford, Labor Secretary Robert B. Reich said enacting striker replacement legislation ''would foster the equilibrium and stability in industrial relations that are crucial to the health of our economy.''

''The practice of permanent replacement of workers,'' Reich wrote, ''undermines the basic foundations of the collective bargaining system and makes real cooperation between labor and management a practical impossibility.''

Ford, a Michigan Democrat, agreed. Passing the bill would ''restore peace to the collective bargaining process, to ensure that negotiations do not descend into violence and to allow working people, faced with the overwhelming stress of going on strike, to defend their rights to return to work when a settlement is reached,'' he said.

Labor presses tax fairness in budget plan

By Mike Hall

The AFL-CIO urged the House Ways and Means Committee to produce a budget reconciliation bill that distributes the nation's tax burden fairly and equitably.

The reconciliation is the second of three steps in President Clinton's five-year to plan to slash $496 billion from the federal deficit. The bill will specify tax increases and entitlement spending cuts outlined in the budget resolution passed earlier this year. Discretionary spending levels will be set by the appropriations process later this year.

The House is expected to act on the reconciliation bill before the Memorial Day recess. The Senate will take up the bill in June.

The AFL-CIO ''strongly supports tax-rate increases for wealthy individuals and corporations to provide necessary revenue to lower budget deficits,'' federation Legislative Director Robert M. McGlotten said in a letter to House Ways and Means Chairman Dan Rostenkowski (D-Ill.)

The top tax rate would be raised from 31 percent to 36 percent for couples with taxable incomes of more than $140,000 and single people with taxable incomes of more than $115,000. In addition, a 10 percent surtax on income over $250,000 is expected to be included.

The AFL-CIO supports a proposed energy tax, based on the number of British Thermal Units (BTUs) consumed, if it is adjusted to ensure that specific industries do not bear a disproportionate burden.

''However, industries in the same market, such as public, private and independent providers of electric power, must be taxed identically and at the same collection points. It is essential that the BTU tax be coupled with an expansion of the earned income tax credit to offset this burden for working families,'' McGlotten said.

Federal employees, who have been targeted for a pay freeze as well as the same increased tax burden, appear to have won a compromise on the issue of ''locality pay.'' That pay formula is designed to end the nearly 30 percent gap between private and federal salaries.

The budget resolution has called for a delay in implementing the plan, but the Post Office and Civil Service Committee agreed to a formula beginning to close the wage gap over a 10-year period beginning in July 1994.

Postal workers would not face a pay freeze because of a collective bargaining agreement, but they are troubled by a reduced cost-of-living adjustment formula for retirees under 62 and a change in the way a survivor's annuity is calculated, which would leave widows and widowers lower benefits than they have today.

The reconciliation is the second of three steps in President Clinton's five-year plan to slash $496 billion from the federal deficit.

McGlotten also wrote that there are ''a number of tax benefits that are costly and do little to stimulate economic growth and should be removed. The passive loss modifications (a real estate tax break), a new capital gains proposal for small businesses and modified AMT (alternative minimum tax for corporations) are all revenue-losing provisions that should be removed.''

The AFL-CIO opposes the inclusion of proposals in this package of taxes on intangible assets that potentially could lower federal tax revenues in the out years and reignite merger and acquisition activity. Such discussions should be left for later review, the federation has said.

In trade-related areas, the AFL-CIO supports the three-year extension of trade adjustment assistance and backs an amendment to Section 936 of the Internal Revenue Code that would prevent ''runaway'' plants from receiving tax breaks on profits earned abroad.

Labor also opposes the temporary extension of fast-track authority for GATT and opposes the extension of the Generalized System of Preferences without significant modifications.

''We support the effort to permanently extend educational assistance and urge the committee to include another important worker benefit — employer-provided group legal assistance,'' McGlotten said. ''Further, we support a modification in the new $150,000 cap on pension compensation to allow a temporary collective bargaining exemption. We support the general fund transfer of the railroad retirement fund,'' he said.

''We also support the permanent extension of the low-income housing credit,'' he added. ''It is an important component of the AFL-CIO Housing Investment Trust's plans to use labor pension funds to help build affordable housing.''

Labor opposes proposed new definitions of ''leased employees'' and special rules for plans covering airline pilots.

Capitol Digest

The Senate turned back a Republican filibuster and joined the House of Representatives in passing the ''motor voter'' bill. President Clinton was expected to sign the legislation, which could bring in as many as 50 million new voters.

''We have made it easier for the American people to be part of their government,'' said Sen. Wendell H. Ford (D-Ky.), the bill's sponsor.

After invoking cloture May 11 by a 63-37 vote, the Senate passed the conference report on the bill by a 62-36 margin. All 57 Democrats and five Republicans voted for the bill. The House passed the conference report May 5 on a 259-164 vote.

The conference report strengthened some of the Senate provisions that had concerned the AFL-CIO.

Describing the five-month ordeal of a measure he originally introduced in the House, Rep. Al Swift (D-Wash.) noted, ''We've passed it now three times in the House. It's been filibustered and vetoed. But it has survived.

''Every eligible citizen should have an equal opportunity to register to vote,'' he said. ''That is the simple statement of this legislation, equal opportunity. That is what we stand for.''

The legislation, which takes effect in 1995, allows citizens to register to vote when they apply for drivers' licenses or by mail or at public assistance, disability or military recruitment offices.

Elsewhere in Congress:

HATCH ACT — The Senate Governmental Affairs Committee reported Hatch Act reform legislation on May 13. The vote was delayed two days after committee Republicans delayed action by not attending a scheduled mark up, denying a quorum.

The bill, S. 185, would grant more than 3 million federal and postal employees the right to participate in a wide range of political activities on their own time and away from the job.

Republicans are expected to offer several amendments designed to weaken the legislation and narrow its scope once it reaches the floor. The House passed its version March 3 by a 333-86 vote.

MERCHANT MARINE — Legislation to require the use of vessels that are U.S. built, flagged and crewed for so-called ''cruises to nowhere'' was favorably reported by a House Merchant Marine and Fisheries subcommittee May 11.

These ''cruises'' for gamblers operate from American ports, but almost all are on foreign-flagged ships. The voyages usually leave from an American port, steam beyond the three-mile international limit on state no-gambling laws, then return to the same U.S. port. The new bill would bring them under current law that says only American-flag vessels can operate between U.S. ports.



Steve Yarmola/AFL-CIO News

Stephen Coyle, Housing Investment Trust chief executive officer, outlines to the Executive Council HIT's new Partnerships for Community Investment. At right is HIT staffer Mike Arnold.

Pension investment program ready to rebuild inner cities

By James B. Parks

The AFL-CIO and the Department of Housing and Urban Development are putting the final touches on an agreement to use more than $500 million in protected pension investments to build low- and middle-income housing in about 30 cities.

The National Partnerships for Community Investment would build needed housing in American cities, create union jobs and provide safe, competitive returns, Stephen Coyle told the AFL-CIO Executive Council. Coyle is chief executive officer of the AFL-CIO's Housing Investment Trust and Building Investment Trust (HIT/BIT).

''Pension funds are a great potential resource,'' Coyle said. ''We give people competitive returns, safe investments. But also we are working with communities. We want to be a steady and serious player in this local development picture.''

Coyle said the personal involvement of HUD Secretary Henry G. Cisneros, who managed pension funds before his appointment, has accelerated the development of the program. Projects in many of the targeted cities are in the planning stages and Coyle said he anticipates some groundbreaking by late June.

''This initiative will put Americans to work in America with our pension dollars invested wisely at home,'' AFL-CIO President Lane Kirkland told the Wall Street Journal, one of several national publications that have reported on the program.

Pension funds account for $4 trillion in assets, one-third of the stock market, 40 percent of the bond market and 31 percent of all financial assets in the country. Two-thirds of the 200 largest funds invested $93.5 billion in foreign securities in 1992, far more than was invested in housing and community development in the inner city, Coyle noted. On any given day up to $150 billion in U.S. pension funds are invested overseas, he said.

Through the partnership, Coyle said, the HIT/BIT will invest from $500 million to $660 million in eligible housing and community development projects over the next five years. These investments will leverage an additional $550 million from federal, state and local governments, as well as private sources.

The pension funds would be guaranteed through the Federal National Mortgage Association (Fannie Mae) and the Federal Home Mortgage Corp. (Freddie Mac).

The funds would be used to build or rehabilitate 10,000 to 12,000 affordable housing units, creating 10,000 to 15,000 new jobs in most major U.S. cities, including New York, Dallas, Los Angeles, Chicago Atlanta, Boston, St. Louis and Detroit.

The types of projects under consideration include multifamily rental housing, such as apartment buildings and town houses; single-room occupancy hotels; special programs for troubled housing projects and HUD properties gained in foreclosures; and commercial development such as shopping centers and grocery stores.

HUD's 1994 budget proposal includes about $90 million for 3,000 vouchers to help low-income families pay for the housing. HUD also would use funds from its HOME program, which acts as a block grant for housing.

The HIT and BIT have combined assets of more than $1 billion from more than 350 pension funds. The return on HIT/BIT projects over the last five years ranges from 11 percent to 12 percent. The trusts financed construction of 3,000 housing units last year and built 2.3 million square feet of commercial property over the last five years.

The program builds on the success of the AFL-CIO's previous pension investment activities, many of which enhanced life in the inner city.

The trusts are renovating some 320 units in The Gardens apartment complex in Opa-Locka, Fla., with money from a $60 million HIT investment in response to the devastation caused by Hurricane Andrew. The federation also has pledged to finance construction of commercial property in Los Angeles in the aftermath of the riots.

Job training guidelines draw on experience

Labor participation seen as crucial

By Candice Johnson

The AFL-CIO outlined a training blueprint to better prepare young workers for the jobs of the future and to assist displaced workers.

The new guidelines adopted by the Executive Council accentuate the benefit of labor participation and involvement in all training-related areas, because it results in ''better quality in work-related education, training and skill standards.''

For any training initiative to succeed, workers must have a voice in the development of training programs and they must be convinced that the training will benefit them in some measurable way, the guidelines state.

The Clinton administration has stated that job training is key to developing a high-skill, high-wage economy, and has promised to pursue policies of ''lifetime learning.''

But AFL-CIO Vice President Marvin J. Boede, chairman of the committee on training and president of the Plumbers and Pipefitters, said training alone is not the answer. The government also ''must pursue a full-employment strategy so that there are job opportunities at the end of the training,'' he said.

A committee report presented to the council was based on the long success of the Plumbers and Pipefitters in providing apprenticeship and training — the UA spends some $75 million a year operating more than 400 training programs — and on the experiences of more than a dozen other union training models. The guidelines were developed from survey and other information gathered from affiliated unions.

The guidelines stress the value of trade adjustment assistance, which ''despite current funding limits, offers the best model for education, training and income support'' for workers.

TAA opportunities should be extended ''to all workers who have lost their jobs to trade policies, defense cutbacks or other government actions'' with benefits restored to earlier levels that provided wage replacement of 70 percent of a worker's prior pay, the AFL-CIO recommended.

Boede told the council that the training policy report confirms that ''a good education system is a key, fundamental base for a skilled work force.''

Students ''need to spend more, not less time in school'' developing such basic academic and learning skills as reading, writing, computation, problem-solving, logic and communication, he said.

Labor-management training and apprenticeship programs are the best models for boosting workers' skills, the report noted, documenting that claim with case studies of programs operated in the building trades, as well as in auto, steel, glass, maritime, communications and other industries.

The private sector also must do more to expand skill training for all workers, whether they are currently employed, displaced or new entrants in the job market, the AFL-CIO said.

Concerning school-to-work initiatives, ''rebuilding America's primary and secondary education system is the single most important thing government can do for both the business community and the next generation of workers,'' the guidelines stated.

Basic academic and other skill levels must be raised if today's young workers are to ''master the complex technology of the modern workplace.''

The AFL-CIO guidelines endorse measures that would aid students in preparing for work while still in school ''as long as these programs do not interfere with basic academic needs,'' with student participation linked to academic achievement as one such safeguard.

But the federation cautioned against undermining existing school-to-work training programs and registered joint apprenticeship programs — particularly in the organized building trades — that already ''work well and provide the skills needed in construction and other apprenticeable trades.''

The AFL-CIO also called for coordination between the Labor and Education Departments on school initiatives and the extension of workers' compensation and health and safety laws to all school-to-work programs.

''A structured program should lead, at a minimum, to a high school diploma based on high standards and, as appropriate, a post-secondary credential or a certificate indicating a level of occupational skill has been achieved. It should provide learning opportunities for students with specified measurable goals — not subsidies for employers,'' the federation said.

The guidelines on displaced workers point out the failings of existing training policies and assistance for workers who have lost their jobs.

In many cases, displaced workers must rely on training provided through the Private Industry Councils operating under the Job Training Partnership Act, which often has been ''of short duration and poor quality with little or no income support,'' the report found.

This existing system should be restructured, with the Labor Department resuming its primary responsibility for training, working in conjunction with the governors. This would restore accountability and credibility to the system, the AFL-CIO noted.

A training system to better serve displaced workers and their families should include:

- Alternatives to layoffs, including government assistance to workers and industries where trade, defense downsizing and other government actions are affecting jobs.
- Early intervention, with changes in the existing plant-closing notification law to give additional groups of workers advance notice of a layoff or shutdown. The Labor Department also must provide more effective monitoring and enforcement.
- Comprehensive retraining and income support that will provide a range of services to workers and their families.

Joyce Miller, Jack Otero join Labor Department

AFL-CIO pioneers bow from council

By Michael Byrne

AFL-CIO Vice Presidents Joyce Miller and Jack Otero announced their resignations from the Executive Council to take positions with the Clinton administration.

Besides leaving vacancies on the council and in their unions, the departures of Miller and Otero take away the leadership of two of the AFL-CIO's key support groups — the Coalition of Labor Union Women and the Labor Council for Latin American Advancement.

Miller was the first woman on the council, elected in August 1980, and Otero was the first Hispanic, elected in 1991.

Miller, a vice president of the Clothing and Textile Workers, will direct the Labor Department's Glass Ceiling Commission. She has been "an effective advocate for working women" as the president of CLUW, the council noted in a statement.

She described the new position as an opportunity "to help all women get ahead" and recalled that her path to election on the council was opened by the strong words in 1979 of AFL-CIO President Lane Kirkland. The stars would not be disturbed in the heavens if the federation bent its rules enough to facilitate the election of women and more minorities, Kirkland had said.

Miller had served as chair of the council's Social Security Committee and as a member of its committees on civil rights, community services, economic policy and organization and field services.

Otero said he would leave his post as vice president of the Transportation Communications Union to become deputy undersecretary of labor for international affairs, effective May 17. Besides being president of LCLAA, he was a driving force behind the federation's Labor Committee for a Free Cuba.

In an emotional speech near the end of the council's two-day session, Otero noted that he arrived in St. Louis from Cuba on Jan. 20, 1952, with few prospects and no knowledge of the labor movement.

And now, "40 years later, I can say that everything I have, everything I am, everything I stand for, I owe to the labor movement," he said, vowing he would "never forget where I came from."

In his new job, Otero will be involved in discussions on trade matters and also will represent the United States at the International Labor Organization, so "we will continue to be working with you," Kirkland said, noting that "most of our problems continue to have an international aspect."

The council also paid tribute to John DeConcini of the Bakery, Confectionery and Tobacco Workers, who retired from the council in February. DeConcini was replaced by Frank Hurt, his successor at BCT.

Kirkland introduced to the council the new director of the Committee on Political Education, Richard Walsh, the Illinois AFL-CIO president who succeeds John Perkins on June 1.

In his final political report, Perkins noted that labor-endorsed candidates thus far have won this season's special elections, but that a tough campaign lies ahead for the crucial Texas Senate seat held by Democratic appointee Robert Krueger, who is COPE-endorsed.

Because a low turnout is expected, Perkins said, it is essential for unions to help get out the vote among traditional Democratic groups, such as African Americans and Hispanics.





Teamsters President Ron Carey, Communications Workers President Morton Bahr and other members of the Executive Council applaud Joyce Miller as she prepares to leave the council room after announcing her resignation, above. She will head the Labor Department's Glass Ceiling Commission. At left, AFL-CIO President Lane Kirkland congratulates Jack Otero after he announced he would become deputy undersecretary of labor for international affairs, effective May 17.

Steve Yarmola/AFL-CIO News

In other action, the council:

- Extended for one year, until May 31, 1994, an amended policy regarding Article XX protection for independent union affiliations. AFL-CIO Secretary-Treasurer Thomas R. Donahue pointed out that there have been no test cases since last year to determine whether the policy should become permanent.
- Approved a $100,000 contribution over four years for the Holocaust Museum in Washington ($25,000 for the first year) and $5,000 for the RFK Memorial, along with several other regular contributions.

Unions score organizing wins in variety of workplaces

By Candice Johnson

AFL-CIO unions chalked up new organizing victories in classrooms and factories, as well as in a variety of other public- and private-sector workplaces, the Executive Council was told.

Service Employees President John J. Sweeney, who heads the federation's committee on organizing, highlighted several campaigns in which workers said "Union YES" during the past several months.

On campuses, unions posted wins at the University of Wisconsin, where 3,700 professional and technical workers voted to join AFT, and at Indiana University, where 1,800 clerical and technical workers voted in the Communications Workers.

The Government Employees won a campaign at the Virginia Medical Center among 135 workers in Richmond, Va., while SEIU organized 225 nonprofessional workers at St. Claire Hospital in Tacoma, Wash.

In a write-in campaign, the Air Line Pilots won a representation election among 232 pilots at St. Louis-based Trans States Airlines.

The UAW victory at the Metal Leve plant in Orangeburg, S.C., "has the potential to positively affect organizing efforts" at the proposed non-union BMW plant nearby.

The UAW won an election at the Metal Leve plant in Orangeburg, S.C., located near the proposed non-union BMW assembly plant. "This victory has the potential to positively affect organizing efforts" at the BMW plant, Sweeney reported.

Other unions posting wins were the Teamsters, covering 120 workers at Carmi Molded Rubber Products in West Franklin, Ill.; the Machinists, for a unit of 500 workers at the Lockheed Commercial Aircraft Center, Inc., at Norton Air Force Base in San Bernardino, Calif.; the Electrical Workers, among some 220 workers at Beam Stream, a television tube manufacturer in Montpelier, Ohio; and the Chemical Workers, among some 200 workers at Vincent Plastics in Henderson, Ky.

Other successful organizing campaigns included these:

- AFSCME, covering 376 clerical workers at the Farmers Home Administration in Washington, D.C.
- Bakery, Confectionery and Tobacco Workers at the Caravan Baking Co., San Francisco.
- Clothing and Textile Workers at Hargo Flexible Packing Corp., Indiana.
- Operating Engineers at Simon and Schuster Communications Corp., Englewood, N.J.
- Carpenters at Concord Association, Baltimore.
- Graphic Communications Union at National Graphic Inc., Maryland.
- United Transportation Union at Fox River Valley Railroad.

Strategic Approaches effort extends broad reach

By James B. Parks

The Mine Workers' strike against the nation's coal operators heads a full list of projects for the AFL-CIO Strategic Approaches Committee.

Steelworkers President Lynn Williams, chair of the committee, told the Executive Council meeting in Washington the committee is meeting with the UMWA to coordinate future activities to pressure the nation's coal operators to negotiate a fair contract.

Before the strike, the AFL-CIO Organization and Field Services and Industrial Union Departments coordinated rallies, in-plant activities and garnered religious support for the UMWA.

Meanwhile, two major disputes were settled since the February Council meeting, Williams said. The bitter three-year strike by the Amalgamated Transit Union against Greyhound Lines ended with an agreement that "allows for both parties to rebuild constructive labor-management relations," he said.

Committee members also contacted New York Gov. Mario Cuomo to successfully urge him to settle with the Public Employees Federation, which includes the Service Employees and the AFT.

The federation's help proved valuable in getting Cuomo to improve on the state's last offer, Williams said.

At Hood Furniture Manufacturing in Jackson, Miss., AFL-CIO staff are helping 400 workers gain a first contract after the Electronic Workers won a representation election in 1989. The company filed objections to the election, but the National Labor Relations Board certified the union in October 1991.

The IUE has filed unfair labor practice charges against Hood for failure to bargain in good faith, intimidation and harassment of workers, and the AFL-CIO has added the company to its national boycott list.

The federation has assisted with coordinating various marches, national and local end-user boycotts and an extensive community support campaign. It also joined with church and civic leaders in challenging the loan practices of Hood's major lender, Deposit Guaranty Bankcorp.

The campaign's boycott activities will be expanded, Williams said, with informational leafleting at retail stores and the use of radio spots and newspaper advertisements.

Federation staff and the Los Angeles AFL-CIO also are coordinating activities to assist the AFT in its dispute with the Los Angeles School District. The union reached agreement on a contract in February. But the contract was successfully challenged in Los Angeles Superior Court on grounds that it violates a state law prohibiting local governments from spending more money than they have.

Since then, the state controller has announced that an additional $35 million is available to the L.A. schools. The Teachers had set a May 7 strike deadline.

In addition to Williams, committee members are Presidents John J. Sweeney of SEIU, William H. Wynn of the Food and Commercial Workers, Gerald W. McEntee of AFSCME, Elmer Chatak of the IUD, Jay Mazur of the Ladies' Garment Workers, George Kourpias of the Machinists, Richard Trumka of the UMWA and James J. Norton of Graphic Communications.

Greyhound drivers ratify new three-year contract

Members of the Amalgamated Transit Union narrowly ratified an agreement with Greyhound Lines Inc. that ends the three-year strike and provides $22 million in back pay.

The union announced the 483-368 vote May 7. Although the settlement applies to all of the striking Greyhound workers, only 900 current members of Greyhound locals were eligible to vote.

The settlement still must be approved by a National Labor Relations Board administrative law judge and by the federal bankruptcy court. The interstate carrier filed for protection from its creditors in 1990 and presented a company reorganization plan in 1991.

Under the agreement, some 550 workers will be recalled by July, with amnesty and reinstatement provided to about 250 workers who were fired by the company. ATU members on a waiting list will be recalled as vacancies occur.

The agreement ends most litigation except some unfair labor practice charges disputing the seniority of replacements for driving experience gained before they joined Greyhound. The NLRB and federal courts will decide that issue.

UMWA seeking fair share of jobs, end to double breasting

Continued from Page 1

of the increased productivity on the part of union members.

The union is seeking a commitment from owners to hire UMWA miners at new mines set to open in the coming years. The miners also want an end to "double-breasting," in which BCOA companies set up non-union subsidiaries where they then transfer reserves and sales contracts.

The creation of these non-union subsidiaries for the purpose of undercutting union contracts is an unfair labor practice, Trumka said. The union also is charging the BCOA companies refused to provide the UMWA with information it needed to engage in negotiations.

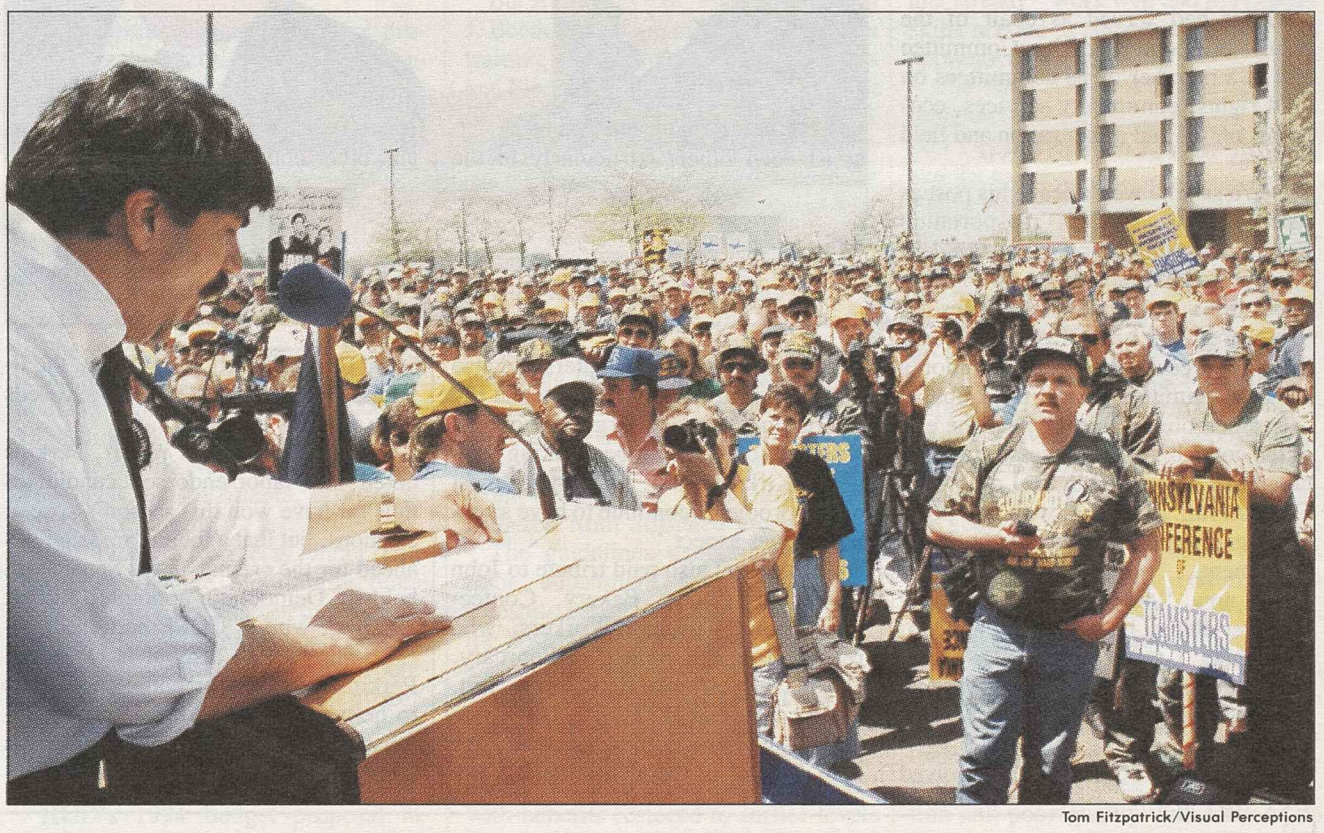
While Mine Workers increased their productivity from 1.4 tons per hour worked in 1979 to nearly 4 tons per hour, employment has dropped from 138,000 to about 50,000 active miners. The labor cost per ton for BCOA members has dropped from $10.93 an hour to $6.69 an hour.

"We are fighting for good jobs for the future," Trumka said. "We are simply asking that when the coal companies use profits generated by our increased productivity to open new mines, that UMWA members get a fair share of the new jobs they helped create through their hard work.

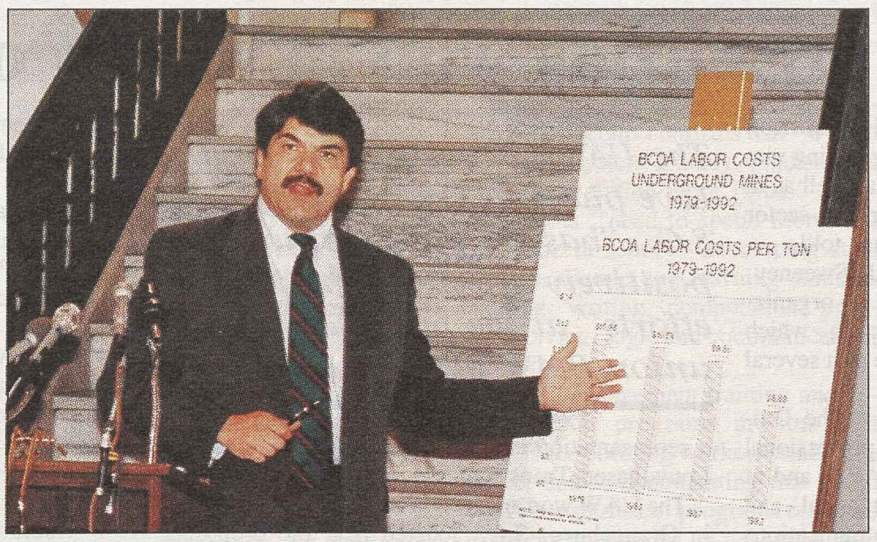
"Those jobs are essential to our families, our communities, to a strong and competitive coal industry and to America's well-being," he said.

The only gain increased productivity has gotten the workers so far is "an express train to the unemployment line," Trumka said.

"The coal operators have billions of tons of coal reserves sitting in the ground. We want to make sure our members — the most productive miners in the world — mine that coal," he added.



Tom Fitzpatrick/Visual Perceptions



Mine Workers President Richard Trumka calls for good-faith bargaining by coal operators at a pre-strike rally in Pittsburgh, above. Less than two weeks later, he announced a selective strike, pointing to figures showing how miners have borne an increasing burden while enriching the coal operators.

Steve Yarmola/AFL-CIO News

The UMWA also wants coal operators to give workers a larger role in the management of mines. The coal industry is at a crossroads and labor-management relations are at a critical turning point, Trumka said.

"Our union has demonstrated its willingness to change, to help the industry improve, grow and compete and we are willing to help the industry become even more productive — if the industry is willing to work with the union and respect our members," he added.

"The coal operators are stuck in the short-sighted, autocratic management practices of the past," Trumka explained.

"In this new, more competitive world, it is more important than ever that we have enlightened labor-management relations based on mutual respect and an understanding that only by working together can we all win," he said.

The strike does not affect companies affiliated with the Independent Bituminous Coal Bargaining Alliance. The union's agreement with IBCBA has been extended through June 30.

Council plans grass-roots push on major issues

Health care waits on White House

Continued from Page 1

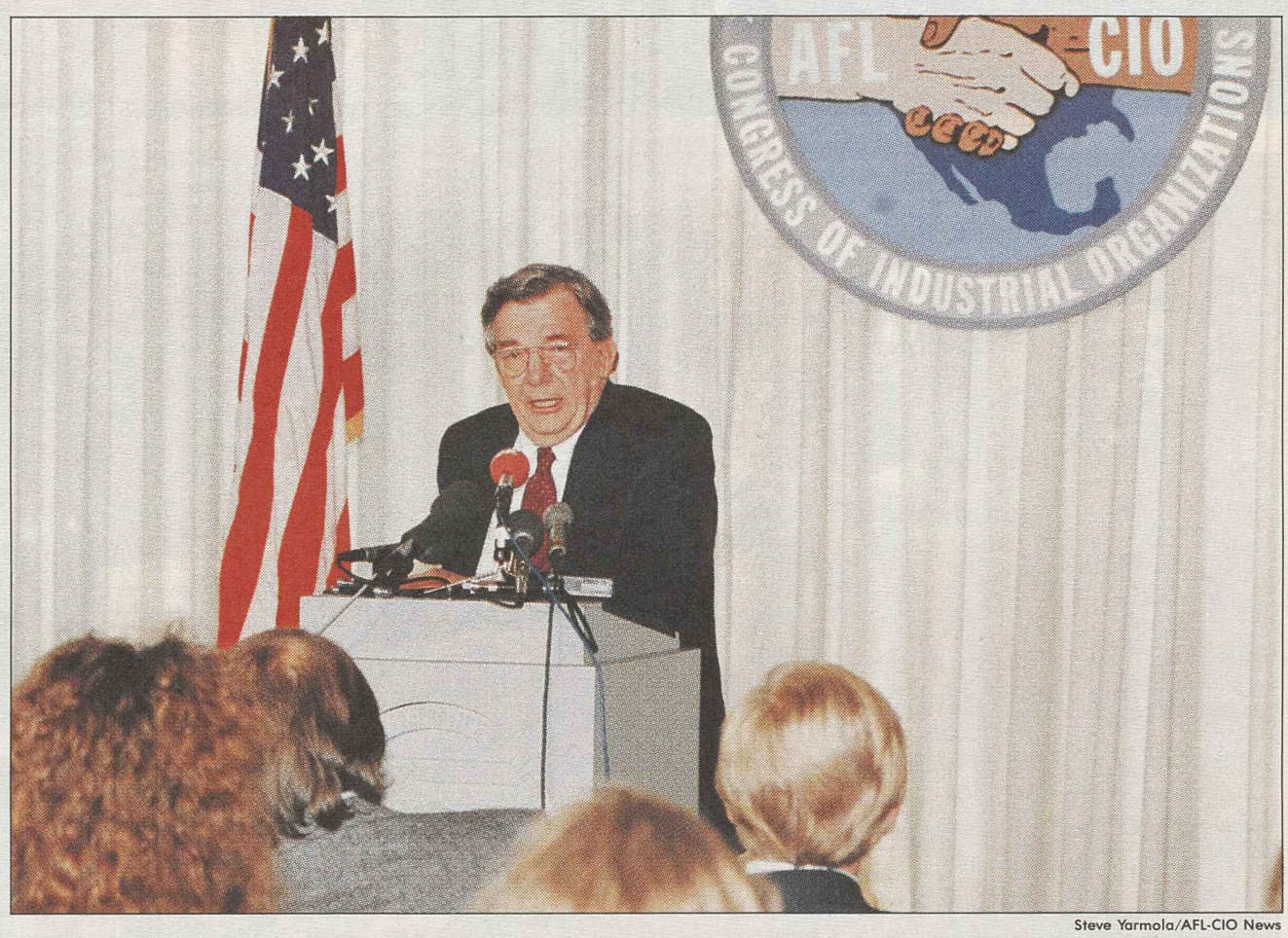
co-convener of the march, made clear that labor's renewed call for social and economic justice at the march will include its four major legislative goals for 1993.

None of the four issues mapped by the council is new — indeed, they were also central to Solidarity Day 1991. But the advent of the Clinton administration, particularly its emphasis on health care, breathes new life and hope into the campaigns discussed by the council.

On health care reform, Kirkland told a news conference that "we expect that the president will put forward a plan that will fulfill his commitment to achieve universal coverage, to restrain costs and assure good quality. Once that is put forward, we expect to be working vigorously in his behalf."

The federation's Health Care Staff Committee met May 7 with White House senior domestic adviser Ira Magaziner, who confirmed that the administration likely would delay submitting its health care proposal until June. In the meantime, labor is holding its powder, Kirkland said.

"I will not be confident of anything until I see the program," he told the news conference. "I am not sure how far or how close they are to a final version of it. I know they are still discussing a wide variety of rather complex issues. We will examine it when it comes forth and take our stand accordingly."



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland addresses news conference before Executive Council visited the White House.

Union merger approved

The council also approved the merger of the Retail, Wholesale and Department Store Union with the Food and Commercial Workers, pending the ratification processes of the two unions.

RWDSU delegate meetings will vote on the proposal in June and July. The UFCW will submit the agreement to its executive board and to the union's convention in July.

The merger agreement, RWDSU President Lenore Miller told the council, would protect the independence of the union by establishing an RWDSU council of UFCW, based in New York.

"We would share jurisdictions, staff and philosophy, which should help us grow," she said. "We will be able to service workers better. There is much to be gained."

UFCW President William H. Wynn said the merger "reflects the industries of both organizations, in retail and food processing, so that we would be able to assist each other, particularly in the South."

Anti-union backlash has made it difficult for unions to organize in the South, where many poultry and food processing workers have contacted the UFCW and RWDSU in search of union protections and benefits, Wynn said.

Many states in the South even have flaunted their anti-union bias, such as in South Carolina, where Gov. Carroll Campbell invited German automaker BMW to build a non-union plant in the state and warned Mercedes Benz that it would not be welcome if it brought a union work force.

AFL-CIO Vice President Robert A. Georgine criticized the South Carolina business climate as he reported to the council on an April 1 rally of more than 6,000 union protesters at BMW North American headquarters in New Jersey.

"BMW toured Third World countries. They went to Indonesia, Taiwan and other countries looking for cheap labor. South Carolina won the competition," said Georgine, who heads the federation's Building and Construction Trades Department.

Fight for labor law reform

Kirkland referred to the "harsh nature of the American employer community" in describing to the news conference labor's ongoing struggle to grow. "We live in a jungle in terms of what we have to go through in order to organize working people." But, he added:

"Shop by shop, plant by plant, under a long and arduous and difficult procedure under our labor laws, in the face of ferocious employer opposition, by and large, and in the face of laws that are loaded against us — given that set of circumstances, I think that it is an extraordinary achievement to have maintained our membership at the levels that have been maintained."

The failures of U.S. labor law and practice are the subject of two reports being prepared for the federation's Committee on the Evolution of Work, Secretary-Treasurer Thomas R. Donahue reported.

Donahue also discussed with the council the work of the blue-ribbon Commission on the Future of Worker/Management Relations, headed by former Secretary of Labor John Dunlop, which will meet May 24.

Donahue said the AFL-CIO Committee on the Evolution of Work would meet May 19 to hear reports on bargaining, organizing and research from staff groups it created earlier.

Shift in state legislatures puts workers' rights at risk

By Sharolyn A. Rosier

Republican gains in state legislatures in the 1992 elections opened windows of opportunity for the emergence of anti-worker legislation in state legislative chambers across the country.

"For the first time since 1972, the party of the winning presidential ticket lost ground in state legislative elections," AFL-CIO Director of Organization and Field Services Joe Shantz told the Executive Council.

"The GOP, which either controls outright or shares control in 24 state legislatures, is poised to go after an even greater number of individual chambers and legislatures in 1994," Shantz reported.

For the remainder of the decade, labor can expect to be fighting pitched legislative and political battles with formidable anti-worker forces in capitals throughout the nation, Shantz said.

Prior to last year's elections, Democrats controlled both legislative chambers in 29 states and had a majority in 70 chambers. But Democrats now control only 25 state legislatures and 65 chambers.

Republican control of both houses grew from five states to eight states and chambers with a GOP majority grew from 25 to 31.

As the composition of these state legislatures changed, so too have the legislative priorities. Issues like workers' compensation, health care and prison labor probably will be targeted in legislatures as states continue to face revenue shortfalls and budget cutbacks, Shantz said.

Workers' compensation is increasingly portrayed as an impediment to a state's "business climate," Shantz reported. Republican governors in Maine and California resorted to using the "crisis" in workers' compensation to hold state budgets hostage and have even furloughed state employees without pay in efforts to force changes in these programs.

Labor-management discussions on workers' compensation reform are taking place in Kentucky, Tennessee, New Mexico, Oregon, West Virginia, Washington, Nebraska and Illinois.

State initiatives on health care are falling short of the federation's fundamental reform principles including access, cost control, integration of health care component of workers' compensation and choice of plans. Most of the initiatives string together a few pieces of conservative reform, said Shantz.

Similarly, legislation to authorize bargaining rights for public employees has been shelved in several states, including West Virginia, Oklahoma and Missouri.

The use of prison labor continues to be a problem in many states. Convicts now are being hired for such jobs as data entry, telemarketing, warehousing, printing and construction.

Legislation recently introduced in Alabama would allow the Department of Corrections to enter into private-sector agreements for rehabilitation programs that would pay substandard wages, with no benefits or workers' compensation.

Meanwhile, California's law requiring the Department of Corrections to consult with unions representing affected workers before it hires convicts is being ignored by state officials, Shantz said.

Other major areas of concern include child labor, education and worker privacy.

As financially strapped cities and states fight to attract business with tax abatements and the promise of less regulation, model legislation was drafted in concert with the AFL-CIO and the Public Employee Department to discourage companies from relocating either across state lines or overseas in pursuit of lower wages or fewer regulations.

The legislation would establish regional Multistate Industrial Retention Commissions that would recommend economic sanctions against the companies.

This proposal currently is being circulated among state labor federations and key labor legislators, said Shantz.

Shantz noted that the Office of State Government Liaison, created within the organizing department at the AFL-CIO, has been very effective and "will continue to improve its assistance to our state federations in combating legislative attacks on workers."

FOCUS



Buffalo AFL-CIO

Tony Costantini of Musicians Local 92 plays taps during the dedication of a permanent Worker Memorial sponsored by the Buffalo AFL-CIO.

'Fight for the Living' a call to many actions

The call to "Fight for the Living" rang out at more than 100 Workers Memorial Day events across the country on April 28.

Joined by public officials, clergy and other supporters, trade unionists met with members of Congress and held rallies, conferences, moments of silence, candlelight vigils and memorial services to call attention to the need to update the Occupational Safety and Health Act.

OSHA reform legislation now before Congress contains provisions to give workers a voice in workplace safety and the right to refuse hazardous work, as well as to strengthen enforcement and penalties for violations of the law.

First-term Rep. Thomas Barrett (D-Wis.) endorsed OSHA reform legislation at a Workers Memorial Day ceremony in Milwaukee, and legislative action committees also met with Reps. Anna Eshoo (D-Calif.), Mike Kreidler (D-Wash.) and Tom Lantos (D-Calif.), as well as Sen. Robert J. Kerrey (D-Neb.).

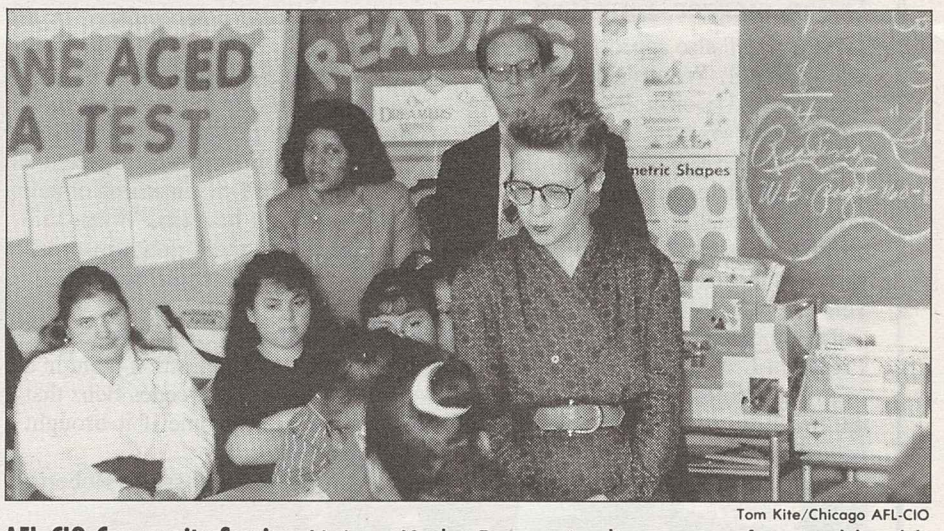
Earlier, New York Democratic Reps. Carolyn Maloney and Jerrold Nadler visited two garment shops in New York City's fashion district.

The Chicago AFL-CIO sponsored its third annual Workers Memorial Week program in the Chicago public schools to acquaint students with the labor movement and safety and health. The weeklong program culminated with the planting of a tree on school property as a memorial to those injured and killed on the job.

The program has been so successful, said Ann Frison, AFL-CIO community services liaison, that the Chicago Public School System wants it to continue throughout the school year.

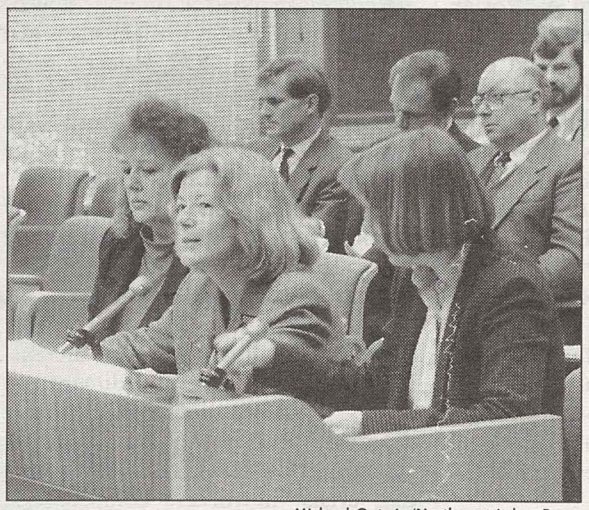
Deandra Powell, an Avalon Park School 7th grader, was so taken with the event last year that she wrote the following poem:

The use of children to work in factories is mainly what child labor is,
To trick the innocent,
And take advantage of the young is what they did to these kids.
Sixteen hours a day some worked, and so they worked at night,
They were deprived of the chance to attend school,
But yet so young to fight.
Under 10 years of age, of five and six, were the children of so many,
They didn't get paid at all that much,
But, today, you'd think they'd get plenty.
What can we do? It's still happening today.
We must take a stand.
We must make a change.
And we must help to find a better way.
The abuses of this dreadful thing, is what failed to cross their minds,
The businessmen had some kids chained to their machines,
As were slaves in the early times.
They usually made the kids work hard,
In places that required much strength.
And yet no one tried to help these kids.
And that's when Workers Memorial began.
They have fought so hard to bring about laws,
That only an abundance of them could only get,
But their job isn't done,
We still haven't won.
There is much more that we have to go up against.
They've gave us the job for us to complete,
Because of their pain and sorrow,
And, we will do the job because of this week,
We're the future leaders of tomorrow.



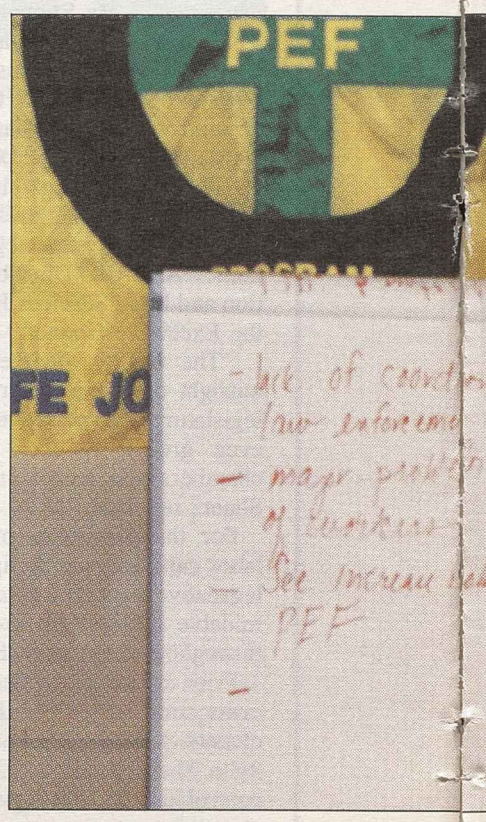
Tom Kite/Chicago AFL-CIO

AFL-CIO Community Services Liaison Kathy Bernstein discusses safety and health with students at Richard Daley School in Chicago during a Workers Memorial Week program that has become an annual event.



Michael Gutwig/Northwest Labor Press

Labor representative Diane Rosenbaum testifies for safety and health legislation before the Oregon Senate Labor Committee, along with Judy O'Connor, a member of Office and Professional Employees Local 11 whose son-in-law was killed on the job.

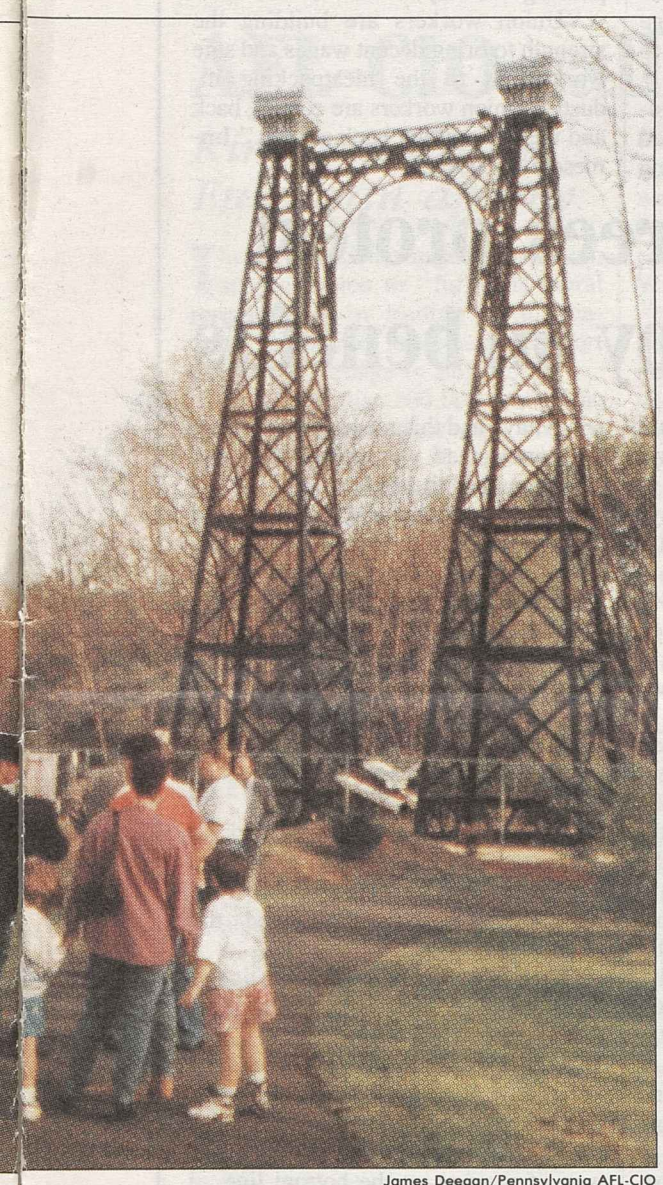


Trade uni
Tower c
County,



Rep. Jerrold Nadler (D-N.Y.) points to knitting machinery during a tour of a Mademoiselle Knitwear garment shop in New York City, left. Rep. Carolyn Maloney (D-N.Y.) joined in the tour sponsored by the Ladies' Garment Workers. The Electrical Workers bagpipe band kicks off Workers Memorial Day ceremonies in New York City, below.

Cara Metz/ILGWU



James Deegan/Pennsylvania AFL-CIO

and their families admire the 50-foot Workers Memorial
cted by the United Labor Council of Reading and Berks



Steve Miller/Miller Photography



David Molnar/The Union News



N.Y. Public Employee Federation

Many Workers Memorial Day events were teach-ins, such as in Albany, N.Y., left, where Kathy Fitzmaurice of the New York State Public Employee Federation conducts a workshop during a safety and health conference. Edward W. Collins Jr., president of the Pioneer Valley AFL-CIO, addressed a gathering in Springfield, Mass., above.

UFCW win at Monfort keys union resurgence

By Candice Johnson

A decade of struggle for a union by workers at the Monfort beef processing plant in Greeley, Colo., ended in victory, setting off a wave of interest in the Food and Commercial Workers in other Monfort operations.

Petitions for elections have been filed at Platte River By-Products, a Monfort operation near Greeley, and a plant in Grand Island, Neb. A majority of workers at the Platte River facility have called on management for immediate recognition of the UFCW as their bargaining agent.

At the Greeley plant, the predominantly Hispanic work force of 1,800 voted 814-732 for the UFCW in a National Labor Relations Board election.

"For years, Monfort management has waged a ruthless and illegal war on the workers at Greeley — and now management has lost," UFCW President William H. Wynn said.

The workers voted for the union despite a management campaign of coercion, intimidation and discrimination against union supporters, the UFCW noted.

Those charges were backed by the NLRB, which last month socked Monfort officials with proposed personal fines of $10,000 per violation and $1,000 for each day the violations continued.

The NLRB earlier had found that Monfort consistently has violated workers' legal rights, a finding upheld by a federal court in 1992. The court ordered Monfort to stop its illegal anti-union campaign and ordered the company to allow union organizers access to the plant.

Monfort's failure to obey those directives brought the NLRB back to court, petitioning the federal appeals court to hold Monfort in contempt.

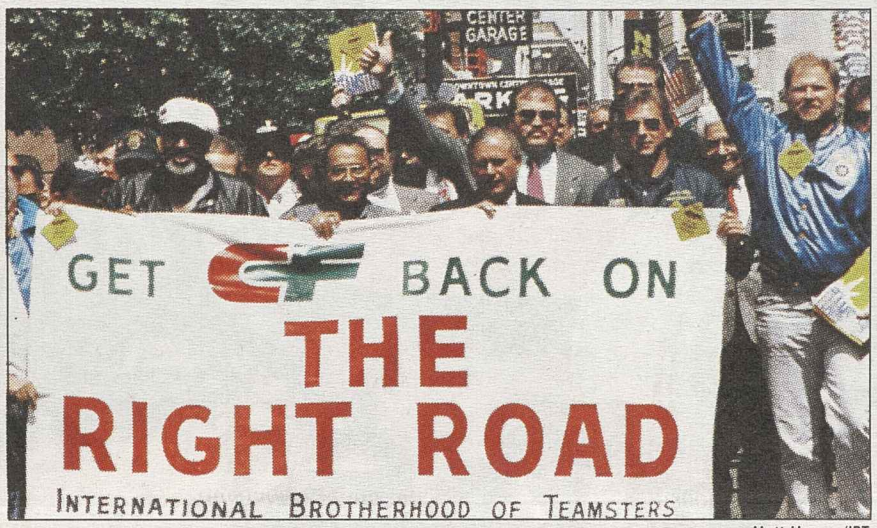
The board stressed that Monfort officials and attorneys had full knowledge of the court judgment, but continued to block workers' rights to organize.

Phil Immesote, a UFCW vice president and director of the union's food processing, packing and manufacturing division, said the victory at one Colorado plant "is just the beginning."

Unions in meatpacking are fighting their way back from the 1980s, when corporations used restructurings in relentless efforts to bust the union. But today, 65 percent of meatpacking workers are again covered by union contracts.

With the Monfort win, "the union work force predominates in the meatpacking industry," he said.

"Union workers are building the strength to bring decent wages and safe workplaces to the meatpacking industry. Union workers are coming back and they're coming back strong," Immesote declared.



Matt Herron/IBT

Teamsters, led by IBT President Ron Carey, center, march outside the stockholder meeting of Consolidated Freightways. The IBT's proxy campaign, seeking a voice for shareholders in board of directors' decisions and changes in election procedures to hold directors accountable for poor decisions, received support from nearly two-fifths of the shareholders. CF employs some 19,000 IBT members.

Unisys retirees protest 'greedy' ploy on benefits

Philadelphia

Almost 1,000 retirees and their supporters gathered here April 29 to demonstrate opposition to Unisys Corp.'s plan to phase out retiree health care coverage.

The plan, announced last Oct. 30, would require 25,000 retirees to pick up their full health care costs over a three-year period, forcing many retirees to forego insurance.

Retirees would be paying between $700 and $900 a month for health benefits by 1996 under the plan, while the average pension is only $900 a month.

Particularly galling to retirees is the fact that many were enticed into early retirement under a special program that touted, among other things, no-cost lifetime health coverage. Additionally, many took no wage increases while actively employed in lieu of better benefits.

The Electronic Workers, UAW and the Electrical Workers undertook legal action in December to force Unisys to stick to its contractual obligations. Those actions still are pending.

"This greedy company is trying to show greater profits at the expense of senior citizens," said IUE President William H. Bywater at the rally. "The increased profits Unisys has reported are not from new products or innovations, but from the shameful policy of enriching the corporate bottom line by canceling retiree health benefits.

"We have paid for these benefits. They were negotiated in contracts over the last 40 years," Bywater said. "We could have had this money in our salaries, but instead we applied it to our long-term health needs."

Busloads of union and unrepresented retirees rolled in to show stockholders firm opposition to the plan. In addition, Sen. Harris Wofford (D-Pa.), Pennsylvania AFL-CIO President William M. George and representatives of Families USA, the Coalition of Labor Union Women and the National Council of Senior Citizens joined the rally. Other elected officials sent messages of support.

Bywater addressed the stockholders' meeting and was followed by a long line of others — retirees and uninvolved stockholders — who denounced the company's actions.

Other companies seeking to dodge health care costs by dumping their retirees have included Navistar, McDonnell Douglas, Primerica and John Morrell. A survey of 1,380 companies last fall revealed that two-thirds would cut medical benefits for retirees as a way of shoring up the bottom line.

A recent change in accounting rules for employers has spurred the latest round of retiree-dumping, as companies now are obligated to project the actual cost of promised health benefits on their books. The change was made by the Financial Accounting Standards Board, a private board known by the acronym FASB, whose rulings have the force of law.

Ford Motor Co. has taken a $7.5 billion charge while Du Pont Co. has taken a $3.8 billion charge.

Actors ratify 3-year stage pact

Members of Actors' Equity overwhelmingly ratified an agreement covering actors and stage managers employed in 64 regional theaters and 20 independents throughout the country.

The new agreement with the League of Resident Theatres was approved by a 2,960-116 margin and includes pay increases at various theaters of 4 percent to 11 percent over the three years. Health insurance contributions by producers will increase by as much as $86 per actor per week in the third year.

The union also won a cap on the number of hours worked by stage managers, housing allowances for all out-of-town actors and an additional day off during holiday weeks.

The contract also includes a 5 percent minimum increase in salary in all categories for plays which are extended more than four weeks beyond their original run. Actors and stage managers rehearsing away from the theater location will receive a per diem and a salary increase during that period.

In compliance with the Americans with Disabilities Act, interpreters for the deaf will be provided during auditions.

The previous contract expired in September 1991 but was extended for 18 months while the parties continued to hold discussions at four-month intervals in New York, Los Angeles and Chicago.

UPIU members end strike at Niemand as merger set

Statesville, N.C.

Members of Paperworkers Local 919 voted to end their 20-month strike against Niemand Industries in the wake of a merger announcement by the company.

"We're going back to work without conditions, but we're not giving up our campaign until we sign a fair union contract," said Local 919 President Wanda Potts.

Niemand has announced plans to merge with Gibraltar Packaging Group, Inc., of Hastings, Neb.

A National Labor Relations Board administrative law judge ruled April 26 that Niemand had forced the strike in September 1991 through unfair labor practices, including spying on employees and efforts by managers to decertify the union.

The judge also ruled the strikers have the right to return to work upon request. UPIU said the workers will be paid anyway if the company fails to allow them to return to work, since the law does not allow the "permanent replacement" of those on strike because of unfair labor practices.

UPIU had run a corporate campaign against Niemand in support of the strikers, sending letters to chief executive officers of companies who use the paper and plastic tubing products made at the plant — including cosmetics, pharmaceutical and confectionary manufacturers.

The striking workers traveled throughout the Southeast to collect funds for themselves and their colleagues through bucket drops at plant gates and to educate other workers on their situation.

"We took the fight to union halls across the United States," said Potts. "We took the fight to Niemand's customers. We took the fight straight to Niemand's financial backers in New York.

"We intend to give Gibraltar the benefit of the doubt, and to show them we are willing to work with them to make Niemand a good investment," she said. "But if the company insists on keeping up the kind of unfair labor practices that caused the strike, we'll have to expand our fight to include Gibraltar."

There was no word on when the strikers might return to work.



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland and International Affairs Director Charles D. Gray meet with Bosnia's foreign minister, Haris Silajdzic, right, who was seeking support for an end to the arms embargo on Bosnia.

AFL-CIO calls for action in Bosnia

Kirkland assails European apathy

The AFL-CIO has urged the Clinton administration to "fulfill its moral responsibility by leading the international community in a concerted effort to end the carnage in Bosnia."

After more than 200,000 deaths, the horror of "ethnic cleansing" and the destruction of scores of communities, the Western World still has no Balkan policy, AFL-CIO President Lane Kirkland said May 7.

Kirkland was especially critical of European leaders, who have resisted efforts by the Clinton administration for multilateral action against the Serbs.

"At the root of the West's failure is the shameful response of democratic Europe, whose inaction in the face of war and genocide at its front door is a reminder of the failed policies of appeasement that led to the Second World War," Kirkland said.

"In this critical period, when the post-Cold War era is in danger of becoming one of widespread interethnic war and unspeakable atrocities, it is clear that Europe neither has the will nor the ability to provide political leadership," he said. "It is America's turn to lead."

Specifically, Kirkland urged the Clinton administration to:

- Lift the United Nations' arms embargo against Bosnia, allowing the people of this multiethnic state to defend themselves against their aggressors.
- Make clear that failure by the Belgrade government to stop funnelling arms to the Bosnian Serb forces will bring allied military action, and particularly air strikes, to interdict them.
- Give Radio Free Europe and Voice of America the means to launch an intensive effort to tell Yugoslavians the truth about the situation in Bosnia, breaking the Belgrade government's monopoly on information that it has used to build public support for Serbian aggression in the region.

"Tolerance and intergroup cooperation have been a hallmark of multiethnic Bosnia-Herzegovina," Kirkland said. "Action by the democratic world offers the only hope that with time Bosnians will restore their country to its long-standing traditions."

Kirkland: U.S. toy companies liable in Thai fire

American companies, "those who ultimately profit" from overseas production, should be held accountable for actions of their subcontractors, AFL-CIO President Lane Kirkland said in the wake of a Thailand toy factory fire that killed at least 240 people.

"We share in the world's horror at the deaths of some 240 young workers — and the injuries to 500 more — in the fire that swept a Thai toy factory," Kirkland said in a May 13 statement. "Such massive loss of life in a factory fire should not happen anywhere in this day and age. But it is not surprising."

The factory's owner, Kader Holding Co. Ltd., Hong Kong's largest toymaker, was a direct supplier to more than a dozen U.S. companies, including Tyco, Fisher Price, Hasbro, Gund and J.C. Penney. More than 20 other U.S. companies, including Toys "R" Us and Wal-Mart, purchase goods made in other Kader factories in Thailand.

"These American companies cannot deny knowledge or responsibility for the abysmal working conditions in the factories that produce their goods. Indeed, those conditions are the reason they located production in Thailand in the first place," Kirkland said.

Most of the victims were young women, who make up about 80 percent of Thailand's low-wage factory work force. Such workers earn about $140 for a six-day workweek.

About 500 were injured, some by leaping out of windows. The factory doors were locked to prevent stealing, Thailand police officials told the Associated Press.

The factory, 15 miles west of Bangkok, employed about 4,000 people but had no fire escapes, no fire alarms and no sprinkler or other safety systems. Despite three earlier fires, Kader made no attempt to improve protections for the workers and had never had a fire drill, police said.

ICFTU: 260 trade unionists killed in '92

Some 260 trade unionists were killed in 1992 as a result of repression by governments, security forces and death squads, according to an annual survey by the International Confederation of Free Trade Unions.

More than 2,500 labor activists were arrested or imprisoned while some 40,000 workers lost their jobs simply for exercising their right to seek better wages and working conditions, the report found.

The worst countries were South Africa, Burma, China, Colombia, El Salvador, Guatemala, Iran, Peru, Malawi and Sudan.

A total of 87 countries were cited in the survey, including the United States, which the world body cited for "the inability of the law to protect workers when the employer is determined to prevent trade union representation."

In the Third World, trade unions are presented by their oppressors as obstacles to development or as subversive organizations — a claim refuted by ICFTU General Secretary Enzo Friso.

"Attacks on trade unions are more than a threat to the labor movement; they are a threat to democracy and an obstacle to development," Friso said.

At least 80 trade unionists were killed in South Africa. Those who took part in the fight against violence were among the principal victims of a campaign "orchestrated by those opposed to democratic change," the survey said. In Malawi, 38 people were killed while demonstrating for the release of imprisoned labor leader Chakufwa Chihana.

In Latin America, an array of paramilitary groups, guerrillas, terrorists and government security forces are implicated in hundreds of deaths of trade unionists in Colombia, El Salvador and Guatemala.

Meanwhile, the "Solidarista" movement seems to be taking hold in Costa Rica, Guatemala, Honduras and El Salvador, apparently with government support, resulting in mass dismissals of workers refusing to belong to an anti-union movement.

In China and Burma, independent trade unions have been driven underground and many of their activists arrested, the survey said.

Middle Eastern governments routinely repress efforts to form independent unions. The problem is most severe in Iran, Iraq and Syria, the ICFTU said. The survey also cites the plight of migrant workers in these countries who receive no protections.

—James B. Parks

World labor denounces Kenya arrests

By James B. Parks

The AFL-CIO protested the arrest of three of Kenya's top labor leaders, following a May Day celebration in Nairobi.

Joseph J. Mugalla, general secretary of the Central Organization of Trade Unions and a senior member of the International Labor Organization's Governing Body, was arrested May 1 after his annual address to workers, along with Joseph Bollo, general secretary of the Kenya Shoe and Leather Workers Union. Boniface Munyao, COTU's deputy general secretary, was arrested May 2.

Kenyan workers staged a one-day strike May 3 to demand the release of the three men, who finally were released on bond May 7.

AFL-CIO President Lane Kirkland wrote Secretary of State Warren Christopher urging his intervention to "secure freedom for these men or, failing that, to force the authorities to demonstrate that they are unharmed, allow for contact by family members and legal counsel and state publicly what law has been broken."

Blatant intimidation

In a letter to Kenya's President Daniel arap Moi, Kirkland said Mugalla and Bollo were arrested "for expressing the sentiments of the workers of Kenya." He called the additional arrest of Munyao "a blatant effort to intimidate the union leadership."

"As you know, the AFL-CIO sent an independent observer team to the elections in Kenya . . .," Kirkland wrote Moi. "With some reservations, that delegation judged the conduct and outcome of the election as being in the best interest of democracy-building . . . The detention of Mugalla, Munyao and Bollo, however, make a mockery of any semblance to democracy."

Enzo Friso, general secretary of the International Confederation of Free Trade Unions, joined in the call for the release of the three leaders. Friso wrote Moi that Mugalla was exercising his trade union duties in expressing his views on national issues.

Friso also reminded Moi that Mugalla is well known in international labor circles "where he has been defending and promoting the principles of workers rights."

He urged the Kenyan president to take prompt action to investigate the arrest in order to avoid similar incidents that "tarnish Kenya's image abroad (and) can also cause uncalled for deterioration in industrial relations."

COTU, which has a long relationship with the AFL-CIO and the African American Labor Center, took a strong stand in favor of multiparty elections and remained non-partisan during the recent campaign.

The AFL-CIO observer team, which was requested by Mugalla, was the latest in a series of activities by the AALC to help COTU promote free trade unions and democracy in Kenya. In 1992, AALC assisted COTU in developing its newspaper, "COTU Speaks," which was published on May Day and established COTU's non-partisan position.

COTU officials later attended a seminar at the George Meany Center for Labor Studies on the role of labor unions in elections and a COTU representative observed the U.S. elections.

Donahue: Bush's NAFTA deal perils U.S. economy

By John R. Oravec

With Mexico's poverty-rate wages and weak environmental rules enticing U.S. manufacturers, the North American Free Trade Agreement threatens to drain hundreds of thousands more American factory jobs and capital investment across the border while undermining the standard of living, the AFL-CIO warned Congress.

In testimony before the Senate Commerce Committee, federation Secretary-Treasurer Thomas R. Donahue said the NAFTA as negotiated by the Bush administration "would be ruinous for the U.S. economy."

Underlining the wide disparity between the United States and Mexico, Donahue cautioned that "unless steps are taken to ensure equalization upward, this agreement will force wages, working conditions and environmental standards to be equalized downward."

Donahue pointed out that more than 500,000 U.S. jobs have been shipped off to the 2,000 maquiladora plants in the past two decades and projections show another half-million American factory workers would be displaced under NAFTA.

He said American companies openly admit that a prime reason for exporting U.S. jobs across the border is that they can pay the Mexican worker a fraction of what the American worker gets.

A Wall Street Journal survey last year found that 45 percent of manufacturing companies with at least $1 billion in sales said they likely would shift production to Mexico in the next few years. And a Conference Board study found that business spending over the next two years would be three times higher in Mexico than in the United States.

Citing Bureau of Labor Statistics data, Donahue pointed out the average U.S. factory worker earned $16.17 an hour in 1992, compared with $2.35 for the Mexican worker.

Yet at the maquiladora plants, the average hourly wage is just $1.64, Donahue noted. "Those of us who have investigated conditions along the border have yet to find more than a handful of maquila workers who earn as much as $1 an hour," he added.

As a result, "the average Mexican family simply cannot afford to purchase the products they make, much less contribute to American prosperity by buying goods made in the United States," Donahue said.



Ray Crowell/Page One Photography

At the Senate hearings, Secretary-Treasurer Thomas R. Donahue warns that the Bush-negotiated NAFTA would ravage the U.S. economy. He is flanked by Walter Elisha, left, of the Business Roundtable and Prof. Lester Thurow of the Massachusetts Institute of Technology.

Worse yet, many maquiladora workers are living in cardboard shanties without electricity or running water, and drink and bathe in streams polluted with toxic waste runoff from their factories, he said.

The Bush-negotiated accord was not designed to improve conditions, but rather to increase and protect U.S. investment in Mexico, Donahue noted.

"In the entire agreement, there are no specific, enforceable provisions guaranteeing freedom of association, the right to collective bargaining, appropriate minimum wage structures, health and safety protections or the elimination of child labor," he said.

While revised labor rights and standards are on President Clinton's agenda for supplemental NAFTA provisions, Donahue expressed concern that these issues are not yet a part of the negotiations.

Donahue submitted recommendations of the AFL-CIO Executive Council that call on the Clinton administration "to negotiate a new agreement that will stop the flight of jobs from the United States and alleviate the deplorable conditions in the maquiladora areas."

The council spelled out some of the essentials in the renegotiation of the agreement:

- Labor rights and workplace standards that can be enforced by trade actions, such as the right to organize and bargain collectively; the establishment of effective job health and safety regulations; an appropriate minimum wage; elimination of child labor; a ban on forced labor; and guarantees of non-discrimination in employment.
- Enforceable environmental standards, as well as a clean-up of the maquiladora border areas based on the "polluter pays" principle.
- Tougher rules of product origin so any benefits derived from an agreement will go to workers and producers in the three countries.
- Requirements that all internationally traded goods are marked with their country of origin.
- Safeguards to protect U.S. workers against import surges.
- Preservation of federal, state and local "Buy American" laws and regulations.
- Immediate elimination of duty-drawback programs, export performance requirements and import-licensing schemes.
- Continuation of essential federal and state regulations on financial and insurance services.
- Prohibiting the transfer of work or workers across borders during labor disputes.
- Maintaining the ability of government to adopt standards on public safety and the environment.
- A five-year review of NAFTA's economic impact to permit the suspension of provisions when needed to address labor market disruptions.
- Provisions for additional debt relief for Mexico to bolster domestic investment to improve the living standards of its people.
- Strict limitations on "temporary entry" of persons to provide services, including transportation, and the ban of entry to affect labor disputes. Any temporary entrant must be paid and work under conditions prevailing in the host country.
- Equal market access for cultural industries.
- Safeguards for U.S. automotive production, equivalent to existing provisions in Mexico and Canada.
- Provisions addressing the needs of such import-sensitive industries as textiles, apparel, electrical, electronic, glass, meat, tuna, sugar and light-duty trucks.
- A cross-border transaction tax to help fund programs to improve food safety inspections and customs services; the infrastructure in the border area covering water treatment, electricity, housing and schools; and Trade Adjustment Assistance for workers harmed by trade.

The council also called for legislation to eliminate foreign tax credits and deny trade benefits to U.S. companies that transfer production to Mexico. For workers dislocated by such transfers, companies should be required to cover health insurance, and pay severance, training and job search costs.

Strong labor standards vital to Inter-American economic equity

By James B. Parks

Trade unions must use sophisticated methods to influence the economic policies of their nations to ensure that wealth is shared more equitably by the rich and the poor, AFL-CIO Secretary-Treasurer Thomas R. Donahue told an international conference.

The federation supported a working document by the Inter-American Regional Organization of Workers (ORIT) calling for trade unions to engage in political and social actions to influence change in policies on a wide range of issues — from the environment and sustainable development to labor law reform and worker participation in management. ORIT comprises trade unions in the Western Hemisphere.

The need for action has increased after more than a decade of economic policies throughout the region that "spring from the ideological premise that economic and social progress is best left to the workings of private capital and free markets," Donahue told the ORIT conference in Toronto.

> *"Free markets need to be made civilized. They need to be channeled in directions that are established democratically if the economy is to serve the people and not vice versa."*
>
> **— AFL-CIO Secretary/Treasurer Thomas R. Donahue**

"Workers have learned that when free markets are left to their own devices, they cannot be expected to bring sustained, equitable economic growth and progress.

"Indeed, the achievements of the trade union movement — the establishment of the minimum wage, the abolition of child labor, the development of workplace health and safety laws, the creation of environmental protections and of collective bargaining itself — are all intended to temper and restrain some of the most brutal effects of the free market," he said.

"Free markets need to be made civilized," Donahue said. "They need to be channeled in directions that are established democratically if the economy is to serve the people and not vice versa."

The Bush administration's North American Free Trade Agreement is an extension in the international arena of this trickle-down economics, Donahue said. "It would cripple the efforts of government and trade unions to humanize the market. It would confer enormous power on private capital — the corporations, the financiers — to control economic and social relations among our nations.

"Further integration among the nations of North America and the entire hemisphere is probably inevitable. If it is organized properly, it can be advantageous. But it is neither inevitable nor desirable for us to have a framework of integration that pits workers against each other and bases competition on the lowering of standards and wages," Donahue said.

He called for close coordination on trade union activities to ensure that workers' rights are protected.

Donahue noted that observance of internationally recognized worker rights is already part of some aspects of U.S. trade law, including the Generalized System of Preferences, the Overseas Private Investment Corp., the Caribbean Basin Initiative and the Andean Pact Initiative.

Organized labor also helped to win passage of legislation that imposed worker rights' conditions on some U.S. foreign aid. Now, the International Confederation of Free Trade Unions and the AFL-CIO are trying to achieve similar standards in the text of the Generalized Agreement on Tariffs and Trade, he said.

Anti-NAFTA view grows in Congress

Maquila visits fuel doubts about pact

Continued from Page 1

NAFTA agreement,'' Kirkland said. ''It should be fundamentally overhauled. And whether you call it a process of doing that by side agreements or by renegotiating the agreement itself, we are concerned about the effect and elements that will be incorporated in it.''

If the trade negotiators fail to resolve numerous questions ranging from minimum labor standards to job safety and the environment, Kirkland warned, ''we of course will be opposing the agreement, as we do now.''

Warning that the defective NAFTA accord would become the model for future trade agreements, House Majority Leader Richard A. Gephardt (D-Mo.) reaffirmed his opposition to the Bush-negotiated deal.

''I said last year that the agreement was not good enough,'' Gephardt told the Economic Strategy Institute. ''And I still believe that.''

Stressing the need for the negotiation of strong side agreements, he said, ''The Bush NAFTA, on its own, will make matters worse. It fails to recognize that trade, the environment and labor issues are linked to our standard of living. It is largely an investment agreement designed to ease access for our investors in Mexican markets.''

Anti-NAFTA sentiment in Congress was expressed most poignantly with the announcement May 13 of the formation of the Congressional Anti-NAFTA Caucus, consisting of 24 House members, including Majority Whip David Bonior (D-Mich.).

''I don't want American jobs to become our No. 1 export, but that's exactly what will happen if we ratify this agreement,'' said Bonior, who added the agreement ''cannot be redeemed in any way with side agreements.''

In Montana, the state legislature overwhelmingly approved a joint resolution calling on the state's congressional delegation to oppose adoption of the pact unless it is extensively revised to protect jobs, import-sensitive industries and the environment both in Montana and throughout the country.

The resolution calls for increased border inspections, elimination of child labor, sanctions against offending companies and effective assistance programs for displace American workers.

With the Montana Family Union spearheading the drive in the legislature, final passage came in the Montana House on a 80-19 vote and 50-0 in the Senate.

Unions pressed through a similar measure earlier at the California Democratic Party convention.

In Northfield, Minn., where Sheldahl Corp. announced plans to move 104 assembly jobs to Mexico, more than 700 union members rallied on May 8 to voice opposition to the pact.

''NAFTA threatens jobs and living standards in the United States and Canada, while failing to guarantee basic human rights and real economic development in Mexico,'' Minnesota AFL-CIO President Bernard L. Brommer told the gathering. ''The agreement should be rejected and renegotiated in the overall public interest.''

In early May, unions scheduled demonstrations in a number of cities, including Roanoke, Va.; Grand Forks, N.D.; San Francisco; Tyler, Texas; Cleveland; Chicago; Indianapolis, Ind.; New York; Denver; Portland, Ore.; and Pittsburgh.

At a May 1 NAFTA protest in Seattle, several hundred participants heard a warning from Machinists President George Kourpias on NAFTA's jobs toll: ''If this treaty goes through, it affects more than aerospace jobs. It affects Teamsters, building trades, communications workers and service workers — it affects all Americans.''

Jane Perkins, national executive director of the Friends of the Earth, challenged claims of NAFTA supporters: ''They're lying to us when they say it won't undermine our laws protecting our environment or laws that protect workers' safety and health.''

Sponsored by the Washington State AFL-CIO, the rally also heard Eduardo Diaz of the Frente Authentico de Trabajo say that Mexican workers are looking for regional alternatives to ''free'' trade. ''Instead of a system that treats workers as raw materials, we want a system that treats workers as human beings,'' Diaz said.

Teamsters joined with Mexican trade unionists in Boston for a May 7 leafleting demonstration at General Electric Co. offices to protest GE's blacklisting of Mexican workers who have sought to organize unions.

The IBT charged that GE, which has moved thousands of jobs from Massachusetts to Mexico, is a leading force in lobbying for passage of NAFTA so U.S. firms can further exploit the inhumane conditions in Mexico.

The Electronic Workers and Teamsters are involved in educating the public on the dangers of NAFTA with the distribution of buttons, bumper stickers and posters to IUE members. The union's districts and locals are sponsoring town meetings and pressing members of Congress on the trade pact.

Meanwhile, 140 unionists and community leaders from the Milwaukee area traveled to Juarez for a first-hand look at working and living conditions in and around Mexican maquiladora plants in a three-day excursion coordinated by the Wisconsin AFL-CIO.

State federation President Jack B. Reihl noted the cardboard homes often house as many as 12 to 14 family members and contrasted these hovels with the modern maquiladora plants where the residents worked. ''The companies located in the modern buildings pay employees about 60 cents an hour,'' he said.

''First, you see the factories — beautiful, modern plants. Then you see the homes of the workers, worse than any slum,'' wrote Carole Casamento of the Milwaukee Labor Press.

In an interview with a maquiladora worker, Casamento reported: ''She showed us a pay stub from a week in February. She worked a normal week of 46.25 hours, plus nine hours of overtime. Her take-home pay in American dollars was $37.91.''

In touring Juarez's six industrial parks, the trade unionists came across scores of U.S. companies that had shut down or cut back operations in Wisconsin. They include Briggs and Stratton, Johnson and Johnson, A.O. Smith, RCA, Allen Bradley, Ford Motor, General Electric and General Motors.

A congressional delegation of women House members on a fact-finding mission in Mexico found conditions every bit as deplorable.

In a report on their trip, the panel said that NAFTA as negotiated ''will not contribute to the promise of raising standards of living for the families of all three nations.''

The congresswomen advised that the United States and Mexico: ''Take the time necessary to shape a continental agreement that encompasses the full range of economic, social and political issues attendant to such an integration.''

The dislocation already created in the three NAFTA countries ''confirms the dangers of continuing a 'hands-off' approach that does not address these broader issues.''

The congressional delegation was made up of Reps. Marcy Kaptur (D-Ohio), Helen Delich Bentley (R-Md.), Cardiss Collins (D-Ill.), Leslie L. Byrne (D-Va.), Eva M. Clayton (D-N.C.), Karan English (D-Ariz.) and Nydia M. Velazquez (D-N.Y.)

They attributed the plight of the Mexican families to falling real wages at the maquiladoras.

''If NAFTA were approved now, the maquiladoras would increase tenfold,'' Rep. Velazquez warned. ''The living conditions of thousands of families working for the infamous maquiladoras are deplorable. Many of these families were promised goods and decent wages more than 10 years ago by American-based companies,'' she said.



Tom Lewiston/Washington AFL-CIO

Several hundred trade unionists rally May 1 in Seattle in opposition to the Bush NAFTA agreement.



Milwaukee Labor Press

A rickety bridge leads across a polluted stream to the ramshackle homes of maquila workers in Juarez. This scene, witnessed by a trade union delegation from Wisconsin, is common along the Mexican border, where U.S.-based companies are exploiting workers for less than $1 an hour.

Still most productive, U.S. workers' pay lags

By John R. Oravec

American factory workers are still the most productive in the world, but they slipped further behind in total hourly compensation last year even as U.S. unit labor costs declined.

Factory workers of 12 other industrialized nations were paid more in wages and benefits, although they continue to lag behind U.S. workers in hourly output.

The average U.S. production worker drew total hourly compensation of $16.17 in 1992, almost $10 less than a German factory worker, according to the Bureau of Labor Statistics. Hourly compensation for the Japanese factory worker was equivalent to $16.16 — just 1 cent less than that of the U.S. worker. In 1990, Japan's average hourly wage was nearly $2 below the U.S. rate of $14.77.

The BLS data punch gaping holes in claims by management economists and right-wing editorial writers who contend that American manufacturing workers are overpaid and aren't competitive in world markets.

Despite the productivity advantage, the United States continues to run up the largest trade deficits among all industrialized countries.

Mark A. Anderson, head of the AFL-CIO Task Force on Trade, attributed the problem to seriously flawed U.S. foreign trade policy as contrived by the Reagan and Bush administrations. He underlined the failure of U.S. trade negotiators to level the barriers to American goods overseas.

Besides Germany, hourly compensation in manufacturing last year was above $20 in Sweden, Switzerland, Norway, Netherlands and Denmark. Pay scales also were higher in other European countries, including Austria, Italy, Finland and France — ranging from $16.88 to $19.65 an hour.

Canadian factory workers averaged $17.02 an hour last year, while the overall manufacturing rate in Mexico was $2.35. But the average scale in Mexico's maquiladora plants was only $1.64 an hour, well below the rates of most Pacific Rim countries — Taiwan, $5.19; Singapore, $5.00; Korea, $4.93; and Hong Kong, $3.89.

Over the past several years, U.S. labor costs in manufacturing have declined while worker output increased.

Based on gross domestic product per worker in 1990, the United States topped all other industrialized nations, including Germany, France, Japan, Italy, Britain, according to the latest available data. For example, the average French worker produced 90 percent as much as the American worker, while the German worker was at 79 percent and the Japanese worker at 77 percent.

During the lingering Bush recession, several industrialized countries made sharper productivity gains than the United States. But they had a lot of catching up to do. Their increases only narrowed the gap. They did not pull ahead of the U.S. factory worker in productivity.

Even while the United States was being battered by massive trade deficits from 1985 to 1990, U.S. unit labor costs for manufactured goods fell 0.3 percent.

During that period, unit labor costs shot up more than 100 percent in Germany and Sweden. Italy's surged 95 percent, while labor costs in Taiwan and Korean rose more than 70 percent and Japan's climbed 63 percent.

All the 1992 data are not yet available for international comparisons on competitiveness, but U.S. factory workers continued to pace other sectors in productivity growth.

Last year, manufacturing productivity rose 3 percent while workers put in fewer hours and unit labor costs declined 0.5 percent, BLS reported. Although hourly compensation rose 2.5 percent, real pay declined 0.5 percent after adjustment for inflation.

Manufacturing productivity continued to improve in 1993, rising 4.8 percent in the first quarter, BLS reported. In the durable goods sector, productivity accelerated 8.1 percent while unit labor costs fell 9.3 percent and real hourly compensation dropped 5.6 percent.

Even though U.S. workers outproduce those of other industrialized nations, their wages slipped further during the last two years. In 1990, U.S. manufacturing workers were $7 below the top factory scale of $21.86 an hour; last year, they were nearly $10 behind the top hourly rate of $25.94.

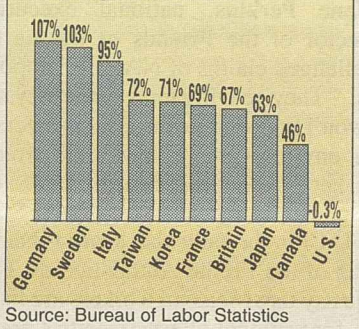
Based on a 40-hour workweek, the average U.S. factory worker would earn about $647 a week in 1992, compared with $776 for an Italian worker and and $1,037 for a German.

Significant statistics

While American workers continue to outproduce workers in all other industrialized nations, they have slipped further behind in total hourly compensation. According to data compiled by the Bureau of Labor Statistics, U.S. manufacturing wages ranked 13th in 1992 even while productivity rose 3 percent and unit labor costs dropped 0.5 percent. Inflation-adjusted wages also declined 0.5 percent for the average U.S. factory worker. Earlier BLS data showed that U.S. labor costs in manufacturing declined between 1985 and 1990, while rising sharply in other industrialized countries — by more than 100 percent in Germany and Sweden, 95 percent in Italy and 63 percent in Japan.

Comparative labor costs — 1985 - 1990

Unit labor costs in manufacturing declined in United States while rising sharply in other industrialized nations.



Source: Bureau of Labor Statistics

U.S. workers lag in compensation

Hourly wage and benefits for production workers in manufacturing for 1992



AFL-CIO NEWSGRAFIC

Jobless rate remains high; 'country needs good dose of stimulus'

With the loss of another 75,000 factory and construction jobs in April, the nation's unemployment rate remained stuck for the third consecutive month at 7 percent as the weak, ''jobless'' recovery continued to limp along.

Employers did add 191,000 workers to their payrolls, but the Bureau of Labor Statistics data showed that the gains were primarily in the lower-wage services sector, including part-time and temporary work. The number of workers in part-time jobs for economic reasons increased by 265,000 to 6.5 million last month.

AFL-CIO President Lane Kirkland described the bleak BLS report as ''further evidence that the recession continues'' with job creation lagging far behind previous recoveries.

''A recovery without strong job growth is not a real recovery,'' Kirkland said. ''The country needs a good dose of job-creating fiscal stimulus and the gridlock gang in Congress should start thinking about the needs of the country instead of partisan politics.''

The AFL-CIO Executive Council urged President Clinton to resubmit his stimulus package, which the House had approved but the Republican minority in the Senate blocked by filibuster.

''We pledge to continue our effort to convince opposing senators to put the country's urgent needs ahead of the purely partisan goal of frustrating a new president,'' the council said.

BLS counted 8.9 million workers as officially unemployed in April. But with jobs hard to find, 1.1 million have dropped out of the work force and 6.5 million were mired in part-time jobs because they are unable to find full-time work. That left 16.6 million Americans affected by unemployment or underemployment.

Labor Secretary Robert B. Reich noted that April was the 17th consecutive month the official unemployment rate was 7 percent or higher.

''In this sluggish recovery, we remain more than 3.7 million jobs behind the pace of job creation we experienced during past recoveries,'' Reich said. ''We have not yet regained even 60 percent of the jobs lost during the recession.''

BLS reported that a total of 79,000 jobs were lost over the month in the goods-producing sector, including 65,000 in manufacturing, 10,000 in construction and 4,000 in mining. In March, employers slashed 59,000 construction jobs and 24,000 factory jobs.

Most of the April factory job cutbacks came in transportation equipment, food processing, lumber and apparel.

Despite declarations by some leading business economists that the Bush recession ended in the spring of 1991, the so-called recovery is not generating needed jobs.

AFL-CIO economist Markley Roberts noted that 316,000 production jobs have disappeared in the past 12 months — 256,000 in manufacturing; 43,000 in mining; and 17,000 in construction.

BLS data on key sectors for April showed that unemployment rates were 14.5 percent in construction; 8.6 percent in mining; 7.2 percent in manufacturing; and 8.3 percent in retail and wholesale trade.

In the service sector, which accounted for a gain of nearly 1 million jobs since the start of 1992, the unemployment rate rose by 0.2 percent last month to 6.6 percent.

Four large states posted jobless rate at or above the national average: New Jersey, 9.1 percent; California, 8.6 percent; Illinois, 8.1 percent; and New York, 7 percent. State jobless rates ranged from 6.5 to 6.7 percent in Massachusetts, Michigan, Ohio, Pennsylvania and Texas.

Among major worker groups, unemployment rates were: adult men, 6.4 percent; adult women, 6 percent; teenagers, 20.7 percent; white, 6 percent; black, 13.8 percent; Hispanic, 10.4 percent.

Only about half of the officially jobless qualified for unemployment benefits. About 35 percent of the beneficiaries were drawing regular state UI compensation; 15 percent were on federal extended jobless benefits.

— John R. Oravec

Newsmakers



Steve Yarmola/AFL-CIO News

Richard Walsh, left, who becomes the director of the AFL-CIO Committee on Political Education June 1, chats during the Executive Council meeting with **John Perkins,** who announced his retirement as COPE director. Walsh has been Illinois AFL-CIO president since 1989.

Arturo Rodriguez has been selected to lead the Farm Workers as successor to Cesar Chavez, who died April 23 at age 66. The union also announced that UFW co-founder **Dolores Huerta** is returning to the union's active leadership as first vice president. Rodriguez has worked on behalf of farm workers more than 20 years, since his days as a college student, and is married to Chavez' daughter, Linda.

Locomotive Engineers President **Ronald P. McLaughlin** has been elected chairman of the Railway Labor Executives Association. He had served as the RLEA's executive secretary-treasurer and vice chairman, and succeeds Electrical Workers Vice President **Edward P. McEntee** in the top job. Railroad Signalmen President **W.D."Dan" Pickett** was elected vice chairman, while Train Dispatchers President **Robert J. Irvin** continues as executive secretary-treasurer. BLE National Legislative Representative and Vice President **Leroy D. Jones** continues as RLEA executive director.

Gloria Johnson has been elected president of the Coalition of Labor Union Women, replacing **Joyce D. Miller,** who has joined the Clinton administration. Johnson serves as director of the Electronic Workers' Department of Social Action.

C. James Spellane has joined the Electrical Workers as international representative for public relations. He joins IBEW from the Laborers, where he was director of communications.

The AFL-CIO and the Federal Emergency Management Agency have agreed to jointly promote family disaster preparedness. "The AFL-CIO has been partners with the Red Cross for more than a century in serving disaster victims," said AFL-CIO Community Services Director **Joe Velasquez.** "We know firsthand how disaster affects communities and we welcome this opportunity to help people."

AWARDS

The National Endowment for Democracy has presented Chinese worker-rights advocate **Han Dongfang** with its annual democracy award recognizing his role in promoting democracy in China. Han is the 1993 winner of the AFL-CIO's George Meany Human Rights Award.

Sheet Metal Workers President **Edward J. Carlough** was presented the Cyrus A. Ansary Medal by The American University recognizing service to the university, extraordinary leadership or contributions to society.

Fire Fighters President **Alfred K. Whitehead** recently was honored with the first George Lehr MDA Spirit Award to recognize his commitment to the fight against muscular dystrophy. The IAFF has collected $100 million for the Muscular Dystrophy Association since the 1950s, including $8.75 million last year. The award was named after the late executive director of the Teamsters Central States Pension, Health and Welfare Funds whose son suffered from a form of MD.

Edward Egging, a Letter Carrier from Portland, Ore., has been named NALC's National Hero of the Year for his efforts in saving 20 people trapped in an apartment fire along his mail route. **Kenneth "Skip" Soule** of Bridgeport, N.Y., who founded a Little League baseball division for children with special needs, was chosen as National Humanitarian of the Year by the union. Regional Heroes of the Year are **John Wesley Day** of Chillum, Md.; **Keith Wickham** of Janesville, Wis.; and **Michael Arnold** of Oakland, Calif. The union's Branch Service Award goes to South Florida Branch 1071, whose members launched and coordinated relief efforts in the aftermath of Hurricane Andrew. The winners received their awards at a luncheon May 11.

DEATHS

Retired Rubber Workers Vice President **Kenneth Oldham** died May 6 in Akron, Ohio. He was 79.

Oldham joined URW Local 5 in Akron as a young man, rising to local president in 1952. He joined the union's international staff in 1958 and directed URW's pension and insurance department until his election as international vice president in 1966. He retired in 1977.

He is survived by his wife, Helen; son and daughter-in-law Donald and Dianne; one sister, Kathleen; five grandchildren; and 12 great-grandchildren.

Thomas D. Riley Jr., a program director with the AFL-CIO's Asian-American Free Labor Institute and a former Letter Carriers assistant secretary-treasurer, died of cancer May 3 in Washington. He was 60.

Riley began his career in the labor movement as an international organizer for the UAW in 1955. He joined the NALC in 1960, later serving as president of the union's Philadelphia Local 157 and assistant secretary-treasurer for the international union. He served in Malaysia, Turkey, Indonesia, the Philippines and Thailand while at AAFLI.

He is survived by his wife, Charito Villaflor Riley, of Arlington, Va.; two daughters, Rosemarie E. and Antoinette Riley Jones, both of Alexandria, Va.; one son, Thomas Riley III, of North Hills, Pa.; his father, Thomas Riley Sr. of Philadelphia; one sister, Barbara Edelman, of Williamstown, N.H.; and two half-sisters, Edith McDaid of Norwood, Pa., and Muriel Bruskins of Clifton Heights, Pa.



Steve Yarmola/AFL-CIO News

Maureen Rooney, right, national women's officer of Britain's second-largest trade union, the Amalgamated Engineering and Electrical Union, met with U.S. trade union women and representatives of women's rights organizations to exchange information about the status of women in trade unions, politics and society. Rooney was visiting the United States as the guest of the AFL-CIO and the United States Information Agency. The meeting was sponsored by the AFL-CIO Department of Professional Employees.

Resources

The Federal Mediation and Conciliation Service is accepting applications for its 1993 **labor-management grants.** Eligible to apply are four types of labor-management committees: in-plant, area, public-sector and industry. A new program can receive a grant of up to $100,000 for 18 months, while an existing program — in place since last June — can receive a 12-month grant for up to $75,000. The grants promote labor-management committees that work together to resolve problems. Applications must be signed by both labor and management representatives, and must be postmarked no later than June 5. For more information, contact Peter Regner at the FMCS, 2100 K St., N.W. Washington, D.C. 20427, or call 202/653-5320.

VIDEO

We Do the Work, the public television series on the lives and issues of working people, has established a Tape-of-the-Month Club to distribute programs such as Leaving Home, Working Until It Hurts and Dying for a Job. The cost is $50 a month or $600 a year. Contact We Do the Work, 1250 Addison St., No. 213A, Berkeley, Calif 94702, 510/549-0775.

PUBLICATIONS

Women and Unions: Forging a Partnership reports on how the needs of female workers will influence the agenda of labor movements in the United States in years to come. Copies of the 464-page book are $19.95 paper and $52 for cloth from the ILR Press, Cornell University, Ithaca, N.Y. 14853-3901.

Pride Behind the Badge...Peril Behind the Walls details alarming facts and dangers involved in prison work inside correctional facilities. Contact AFSCME, 1625 L St. N.W., Washington, D.C. 20036-5687.

CONFERENCES

The Unfinished Agenda, sponsored by the National Committee on Pay Equity, commemorates the 30th anniversary of the Equal Pay Act in an all-day conference June 10 at the Washington Court Hotel in Washington, D.C. Contact the NCPE 202/331-7343.

The 15th Annual Great Labor Arts Exchange will be held June 27-29 at the George Meany Center for Labor Studies in Silver Spring, Md. The three-day event brings together artists and organizers who use music, drama, dance, visual arts, story telling, poetry and short story writing to build the labor movement. For more information contact the Labor Heritage Foundation, 815 16th St. N.W., Room 301, Washington, D.C. 20006.

The Pennsylvania Center for the Study of Labor Relations at Indiana University of Pennsylvania will sponsor **Negotiations Workshops** May 16-21, June 13-18, Aug. 22-27 and Nov. 15-19. For more information contact Martin Morand at 412/357-2645.

The 11th annual spring conference of the New York Labor History Association, **Labor Law Reform: Past and Present,** will be held on Saturday, May 22, from 9:30 a.m. to 3:30 p.m. at the Wagner Labor Archives, Bobst Library, 10th Floor, New York University. Contact Peter D. DeChiara 212/356-0220.



Not this NAFTA!

We the undersigned call on President Clinton and Congress to dump the North American Free Trade Agreement as negotiated by George Bush. It's wholly unacceptable and unfair to workers in the United States.

As currently written, NAFTA is a bonanza for corporate America. It clearly benefits investors, employers and multinationals, but ignores basic human, environmental and worker rights. Simply encouraging corporations to chase low wages will not result in trade that benefits all citizens.

We say "not this NAFTA."

Name **Address** **Zip**

Trade unionists across the country are gathering signatures against the Bush administration's version of the North American Free Trade Agreement in a campaign launched by the AFL-CIO Executive Council at its May meeting. The design and message on the petition above also are available on posters, lapel stickers and picket signs, all of which can be ordered by writing the AFL-CIO at Room 209, 815 16th St. N.W., Washington, D.C. 20006 or by calling 202/637-5041. A new eight-minute VHS video, "The True Cost of NAFTA," is available for $7.50 from the Labor Institute of Public Affairs at 800/242UNION.

American Federation of Labor and Congress of Industrial Organizations
815 16th Street, N.W., Room 209
Washington, D.C. 20006

Lane Kirkland, *President* • **Thomas R. Donahue,** *Secretary-Treasurer*

INSIDE

VOLUME 38, NUMBER 11
MAY 17, 1993

AFL-CIO NEWS

1 ***Mine Workers begin selective walkouts***
A first wave of UMWA strikers walked off the job at selected mines in Illinois and Indiana following a breakdown in talks between the union and the nation's largest coal operators.

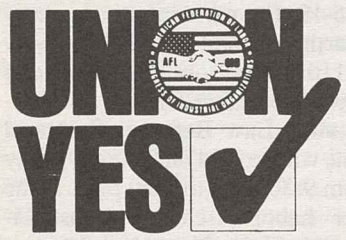
2 ***Yeltsin wins backing for economic plan***
AFL-CIO observers of the referendum on Boris Yeltsin's economic reforms find overwhelming support for Yeltsin in the Russian city of Tula and throughout the country.

3 ***Committees pass workplace fairness***
The AFL-CIO campaign for a ban on the permanent replacement of strikers passed its first congressional hurdle, winning approval from House and Senate labor committees.

10 ***Monfort meatpackers say "UFCW Yes"***
Some 1,800 workers at the Monfort beef processing plant in Greeley, Colo., end a decade of struggle for union rights by voting in the Food and Commercial Workers.

11 ***AFL-CIO presses action on Bosnia***
The AFL-CIO called on the Clinton administration to lead the international community in an effort to end the carnage and "ethnic cleansing" in Bosnia and restore that country.

14 ***U.S. factory pay lags as productivity rises***
American factory workers are still the most productive in the world, but their hourly wages and benefits dropped again last year, the Bureau of Labor Statistics reported.



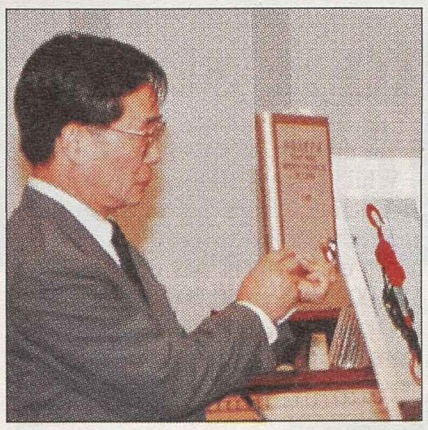
The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

5/17/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 12 MAY 31, 1993



Chinese activist Harry Wu offers proof China still exports products made by prison labor. **See story, Page 3.**

Mexico spends millions to sell NAFTA in U.S.

By John R. Oravec

The Mexican government and U.S. corporations are pouring more than $30 million into the lobbying and influence-peddling campaign for the North American Free Trade Agreement, a new study reveals.

The $30 million figure is a "conservative" estimate as disclosed by the Justice Department, according to an investigative study by the independent Washington-based Center for Public Integrity.

"Mexico has mounted the most expensive, elaborate campaign ever conducted in the United States by a foreign government," said CPI Executive Director Charles Lewis.

Mexico is expected to spend another $10 million this year to influence a favorable outcome for the trade deal by employing a "veritable phalanx of law firms, lobbyists, public relations companies and consultants," the CPI report stated.

Over the past four years, it said, Mexican interests have hired at least 33 former U.S. government officials and congressional aides who had links to the White House, the Treasury, State Department and trade-connected agencies.

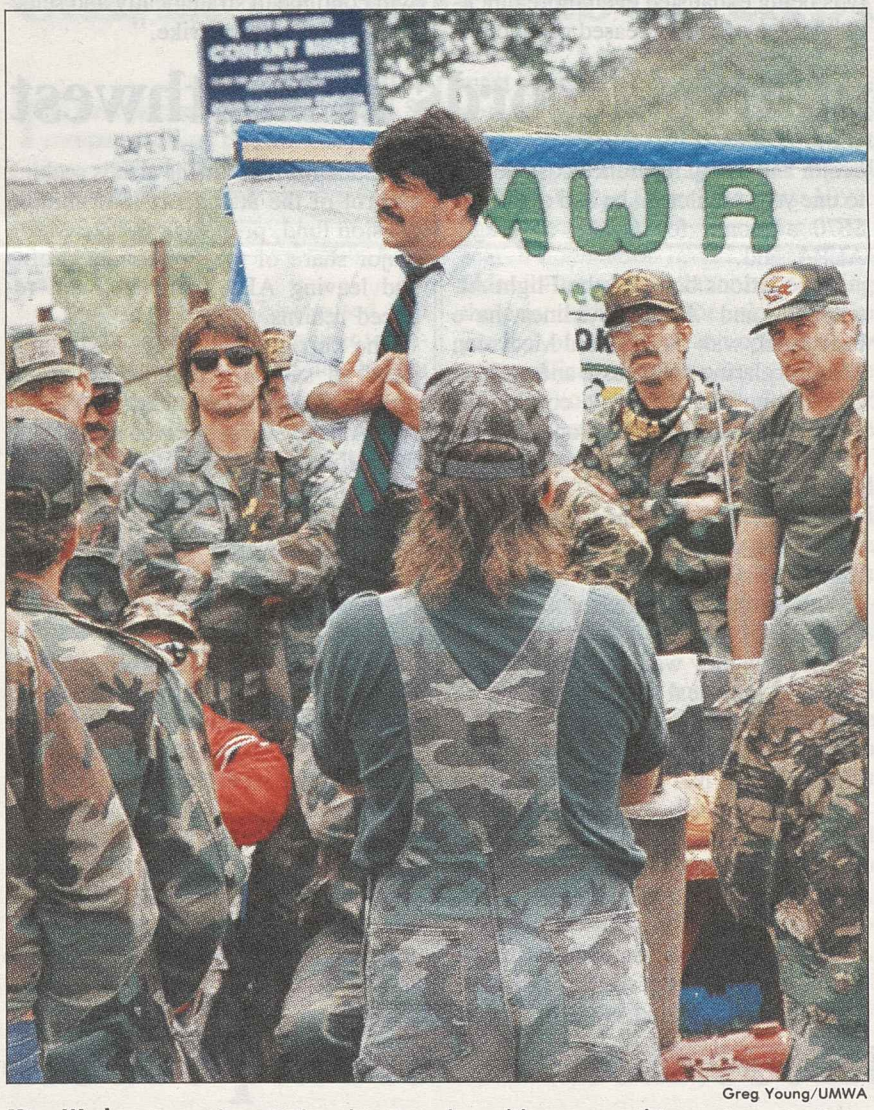
The list includes U.S. Trade Representative Bill Brock from the Reagan administration; Timothy B. Bennett, U.S. trade representative to Mexico in the mid-1980s; and Ruth Kurtz, formerly with the U.S. International Trade Commission and a Senate staff trade analyst.

CPI said that two high-level appointees in the Clinton administration also had been paid by Mexican interests to do NAFTA-related work.

Lewis cited difficulty in pinning down the amount that U.S. corporations and trade associations are spending on the NAFTA campaign because of ineffective federal lobbying disclosure regulations. But he offered a ball-park estimate of "tens of millions of dollars."

"To comprehend the sheer dimension of this effort," he said, "pro-NAFTA ex-

Continued on Page 8



Greg Young/UMWA

Mine Workers President Richard L. Trumka addresses striking miners in Benton, Ill. The union has expanded its selective strike against the nation's coal operators to four states. **See story, Page 2.**

Unionists hit hustings for passage of H.R. 5

By James B. Parks

With legislation to ban the "permanent replacement" of striking workers cleared to go to the House floor, union members across the country will be calling on their representatives in their home districts during the Memorial Day recess.

Citing the bill as part of labor's historic mission of "civilizing America's workplaces," AFL-CIO President Lane Kirkland warned: "Let's not fool ourselves that it will be easy. We need every union member to become active in the campaign for Workplace Fairness."

The legislation cleared the last two House committees and will be ready for floor action sometime after the Memorial Day recess.

The Energy and Commerce Committee on May 25 approved H.R. 5, the Cesar Chavez Workplace Fairness Bill, on a voice vote. The Public Works and Transportation Committee approved it on May 27.

The bill, and its companion S. 55 in the Senate, sailed through the House Education and Labor and Senate Labor and Human Resources committees May 5. Approval by Energy and Commerce and Public Works was required because of their jurisdiction over the Railway Labor Act.

The House passed the same measure in 1991 by a comfortable 247-182 margin, but labor is taking nothing for granted, particularly with the addition of some 100 new members this year. A major battle is expected in the Senate, where a Republican filibuster killed the measure last year.

Several Legislative Action Committees have scheduled meetings during the recess to push for passage of the bill. Among those who will hear from workers in their district are Republican Reps. Duncan Hunter from California and Curt Weldon in Pennsylvania.

The need for H.R. 5 was dramatically illustrated by Rep. William L. Clay (D-Mo.), the bill's sponsor. He distributed to members of Congress a copy of a May 7 memorandum from the management of National Super Markets in St. Louis to employees on a possible strike by members of Food and Commercial Workers Local 88.

In a section titled "What Happens If Local 88 Strikes National Super Markets," the company's labor relations director says workers who honor the picket line would be temporarily or permanently replaced, "depending on how many associates are needed."

This shows why "passage of H.R. 5 is so critically important for organized workers," Clay wrote his colleagues. "These workers have been asked to

Continued on Page 5

AFL-CIO sees savings, not cost, in health care reform

By Colleen M. O'Neill

As the AFL-CIO prepared to greet the unveiling of the Clinton health care program, it stressed that the nation's health care system has trapped its citizens into a vicious cycle of spending more and getting less.

And that, said AFL-CIO Employee Benefits Director Karen Ignagni, "is the single most important fact union members should keep in mind when they are assaulted by the endless speculations about the 'cost' of the likely Clinton administration proposals."

"What should be stressed is the savings," Ignagni said of what is known about Clinton's plan for coverage and financing. "Irresponsible scare tactics about excessive cost are completely misleading to anyone who doesn't keep sight of what we now spend."

A May 19 Kaiser Foundation study estimated the United States could save up to $3.1 trillion in health outlays over the next decade through income-based financing.

"The current health care system is so badly flawed — so expensive, irrational and inequitable — that the very worst policy is for the United States to continue down the present path and do nothing at all," Ignagni said.

"Clearly the country must move in a different direction," Ignagni said, expressing confidence that such new directions would be taken by President Clinton upon recommendation of the White House Task Force on Health Care Reform chaired by Hillary Rodham Clinton.

She said savings in the likely Clinton package would flow primarily from putting health providers on a budget, coordinating the system into a coherent delivery package, forcing those who have avoided responsibility and abused the system for decades to pay their

Continued on Page 11

Mine Workers broaden coal strike to 4 states

By James B. Parks

The Mine Workers stepped up pressure on the nation's coal operators, expanding their strike into a fourth state and increasing the number of strikers to some 6,200.

About 4,000 miners on strike in Indiana, Illinois and West Virginia were joined May 25 by about 1,250 miners in Pennsylvania and 950 more in West Virginia as the UMWA walked out at selected mines owned by Consol Energy Inc., Rochester & Pittsburgh Coal Co. and C.L.I. Corp.

Noting that Consol is the second-largest coal producer in the United States, UMWA President Richard L. Trumka said the company, which is half-owned by the German conglomerate Rheinbraun A.G. and half-owned by Du Pont, ''is one of the prime players in the shell game designed to deny Mine Workers job security.''

He said the company and its president, B.R. Brown, also the chief negotiator for the Bituminous Coal Operators Association, are among the chief proponents of double breasting, creating paper companies to hide ownership of non-union companies to avoid their union agreements.

''The bottom line is that Consol and the other BCOA-represented operators gave their word in 1988 to give our members what they had earned — jobs with a future,'' Trumka said. ''The companies agreed to give coal miners a fair share of the jobs they created with their increased productivity and the profits their hard work help generate.

''Empowering German workers has made Rheinbraun strong, competitive and profitable. We're only asking for recognition of our contribution to the coal industry's prosperity, recognition our German counterparts have already received.''

— UMWA President Richard L. Trumka

''Consol and the rest of the coal operators have not lived up to their agreement and, in fact, have tried everything possible to undermine the pact and avoid honoring their obligations,'' he said. ''Their latest offer represents an even further pulling-back on their commitment to their workers.''

The BCOA has fought implementing the 1988 agreement, which calls for three of every five new job openings at non-union mines to be offered by seniority to laid-off miners, union spokesman Jim Grossfeld said.

The owners have proposed a new formula that would exempt the first 40 percent of new jobs before the three-out-of-five rule would apply, and it would eliminate seniority as a factor in awarding jobs. It also would create ''new loopholes for subcontracting,'' he said.

Trumka pointed out that Rheinbraun's German workers have job security and job opportunities. ''Empowering German workers has made Rheinbraun strong, competitive and profitable,'' he said.

The UMWA is asking Consol to ''value its American workers as much as its German employees,'' Trumka said. ''We're only asking for recognition of our contribution to the coal industry's prosperity, recognition our German counterparts have already received.''

Thousands of coal miners face unemployment over the next 10 years as the coal supply in these mines is exhausted, Trumka said, pointing out that the supply is being exhausted even more quickly because of the increased productivity on the part of union members.

While Mine Workers increased their productivity from 1.4 tons per hour worked in 1979 to nearly 4 tons per hour, employment has dropped from 138,000 to about 50,000 active miners.

The union is seeking a commitment from owners to hire UMWA miners at new mines set to open in the coming years.

The creation of non-union subsidiaries for the purpose of undercutting union contracts is an unfair labor practice, the union charged. The union also filed complaints against the BCOA companies for refusing to provide the UMWA with information it needed to engage in contract negotiations.

The UMWA first called for negotiations with the BCOA companies in the summer of 1992. But talks began only in March after the union mounted a one-month unfair labor practices strike against the largest company, Peabody Holding. The BCOA agreed to a 60-day contract extension that expired May 3. The contract covers 60,000 workers across the country.

Trumka warned the strike could spread to other BCOA-operated mines. ''Unless the coal operators come to their senses and agree to keep their word to provide UMWA members with the jobs we are earning everyday, we will continue to strategically and selectively expand the strike.''

Machinists, Teamsters gain tentative accords at Northwest

By Candice Johnson

The Teamsters and the Machinists have reached tentative contract settlements with Northwest Airlines while talks between the carrier and four other unions continue.

Unions at Northwest had tentatively agreed to wage and benefit cuts of $900 million that the carrier said it needed to maintain operations. In exchange, the unions are pressing for an equity share of stock ownership, labor representation on the board of directors, debt load restructuring and job security.

Bargaining together, the Machinists and the Teamsters reached agreement with the carrier on both the concession and employee-investment proposal, and on work-rule changes and other provisions covered by collective bargaining agreements.

The IBT represents nearly 9,000 flight attendants and the IAM some 30,000 mechanics. The IAM will hold meetings for members to vote on ratification while the IBT will conduct a mail ratification vote.

The other unions at Northwest — the Air Line Pilots, Transport Workers and unaffiliated Aircraft Technical Support Association and Meteorologist Association — are negotiating together, and also are pressing for equity, debt restructuring and representation on the board of directors.

In other airline developments, talks between ALPA and Delta Air Lines have stalemated over the airline's refusal to modify its wage concession demands.

ALPA has agreed to accept a 5 percent wage cut as long as pilots having less than three years' seniority are exempt from the reduction and Delta adds job security and scheduling benefits. Delta so far has rejected that offer, prompting Robert Shelton, chairman of ALPA's Delta master executive council, to wonder whether ''they are trying to regain financial stability or are simply pursuing an anti-union agenda.'' ALPA represents some 9,400 Delta union pilots.

Delta said it would begin pilot furloughs June 1 by laying off 136 pilots, with plans to furlough as many as 600 pilots over the next six months.

The Delta union pilots voted authorization for ALPA's operating and emergency reserve funds to pick up the health and dental insurance costs for up to one year of pilots to be laid off, about $670 a month for family coverage, ALPA said.

Negotiations between the Flight Attendants and Alaska Airlines have broken off, with the National Mediation Board declaring an impasse and on May 20 starting the ''30-day cooling-off period'' — after which union members can strike and the airline can employ ''self-help measures.''

The carrier's continued demands for concessions ended the talks, said Gail Bigelow, AFA president at Alaska. ''We've gone without a negotiated pay increase for years to help the company grow. Now they want huge cuts in our pensions, medical benefits and work rules,'' she said.

The 1,300 attendants at Alaska Airlines have not had a pay increase since 1986. Yet the company is proposing to cut pay even further, with increased employee contributions for health insurance and higher deductibles and out-of-pocket maximums.

Alaska Airlines is demanding cuts in vacation pay, reduced flexibility on schedules and an end to cost-of-living adjustments. The airline also is seeking control of the attendants' $35 million pension fund, proposing to take over a major share of the investment profits and leaving AFA members with reduced returns.

The carrier rejected an NMB proposal to submit remaining issues to binding arbitration. The IAM and ALPA have ratified new contracts with the airline.

In airline union organizing developments:

- ALPA won a contested election among 232 pilots at Trans States Airlines, a regional carrier based in St. Louis.

The election was supervised by the National Mediation Board and listed both ALPA and the independent Trans States Pilots Association on the ballot.

- Attendants at Business Express, a regional carrier feeding to Delta Air Lines, voted in the AFA in an NMB election.

The 180 attendants, based in Boston, Hartford, Conn., and Portsmouth, N.H., sought a union to counter the long hours, unfair work rules and low wages.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 12 — MONDAY, MAY 31, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia



Steve Yarmola/AFL-CIO News

Jeff Fiedler of the Food and Allied Service Trades Department points to Chinese prison-made hoists and levers imported by a U.S. company. Harry Wu, a former political prisoner in China, demonstrates the products at right.

China prison-labor exports exposed

By Mike Hall

The first documented case of a U.S. company selling products made with Chinese slave labor was exposed while the Clinton administration was poised to impose some conditions on China — but still extend its most-favored-nation trade status.

Clinton on May 27 proposed that China would have only one year to improve human and worker rights, halt its unfair trade practices and stop its nuclear arms dealing.

While these conditions for extending MFN status next year go farther than the unconditional MFN the Bush administration continued to grant China, the AFL-CIO believes an outright denial of trade privileges is the best way to deal with China's human rights abuses.

"The AFL-CIO has unequivocally opposed — and will continue to oppose — any extension of most-favored-nation trade benefits to communist China," said Phil Fishman, assistant director of the AFL-CIO's International Affairs Department in testimony before a House Foreign Affairs subcommittee.

As the June 3 deadline for a decision on China's MFN status approached, a new report showed the Chinese government has been lying about halting its export of forced labor products to the United States. It had promised to halt these exports in an agreement signed with the United States in August 1992.

An investigation by the Laogai Research Foundation revealed that China hides its use of slave labor by changing the prison factory name, changing the product brand names and opening new sales offices. The report shows the Chinese continued to ship slave labor products under the new names to the United States.

Harry Wu, a former Chinese political prisoner who heads the foundation, and Jeff Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Services Trade Department, revealed the Chinese duplicity in a Capitol Hill news conference.

The largest hoist and lever factory in China, located in Zhejiang Province No. 4 prison, was generally known to foreign businesses as the Hangzhou Wulin Machinery Works, said Wu. After the agreement with the United States, authorities changed its name to Hangzhou Superpower Hoist Works, built a new office and secured a new address, phone, FAX and cable numbers, he said.

The brand name of its products was changed from "Flying Pigeon" to "Superpower," Wu said. Columbus McKinnon Corp., a U.S. company, imports the hoists from China and is the sole agent for these prison-made products in the country, he said.

The chain and lever hoists manufactured in China are available throughout the United States as CM brand products, the Laogai investigation found. Foundation officials bought the Laogai-made products on April 30 at a Baltimore store.

The report also included a photograph from an official Chinese government publication showing executives of Dow Chemical Inc. with prison officials from a forced-labor factory that makes rubber vulcanizing chemicals.

And it showed that prison-made products such as hand tools are being manufactured under the same brand names as non-prison products to make it harder to trace their origins.

Incredibly, those photographs — with workers in uniforms and shaved heads — were given to the television network by a company official who was unwittingly making the argument that his products weren't produced by slave labor.

House passes Clinton economic program

House Democrats hammered out an agreement on a budget reconciliation bill, passing 219-213 the legislation that is the centerpiece of the Clinton administration's plan to reorder government priorities and to slice some $496 billion in federal deficits during the next five years.

The bill, supported by the AFL-CIO, would raise income taxes on the wealthy and corporations as a main ingredient of the deficit battle.

"We believe this legislation equitably spreads the tax burden and is, on balance, a responsible plan for reducing the nation's deficit and improving the economy," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members.

In the days leading to the vote, some conservative and moderate Democrats sought to impose limits or "caps" on programs like Medicare, Social Security, food stamps and unemployment compensation. The proposed caps on entitlement programs, which would have the biggest impact on the nation's poor and elderly, were opposed by the administration and the AFL-CIO.

House Democrats who had sought those spending limits agreed instead to an entitlement review for those programs. The review mechanism is designed to monitor total costs of the programs and to require the Congress and the president to redress any costs that exceed projected target levels.

The House defeated a Republican substitute that would have eliminated all tax increases on wealthier Americans, as well as the BTU energy tax, replacing them with cuts in entitlement programs and discretionary spending that would have reduced the deficit by $141 billion less than Clinton proposed.

A Congressional Budget Office study of the Clinton plan shows that 63 percent of the new taxes would be paid by families with incomes of more than $200,000, while less than 29 percent would be paid by families earning less than $100,000.

The reconciliation package also authorizes locality pay increases for federal employees across the country. Although the plan includes an across-the-board pay freeze for 1994, locality raises promised under the 1990 Federal Employees Pay Comparability Act would begin in July of next year.

Capitol Digest

President Clinton signed the "motor voter" bill into law May 20 at a White House ceremony, capping a victory for organized labor and its allies that included breaking a Republican filibuster.

The new law was hailed by Democrats and advocates for young, disabled and minority Americans. It requires states to allow eligible citizens to register to vote when they apply for or renew a driver's license, by mail, at government agencies where they receive services such as public assistance and in military recruiting offices.

"Voting is an empty promise unless people vote," Clinton said. "Now, there is no longer the excuse of the difficulty of registration."

Clinton said he expects the new law to boost voter turnout. Some experts have predicted that as many as 50 million new voters could be added to the rolls.

About 65 percent of eligible Americans are registered to vote. Supporters of the new law predict that within a few years 90 percent will register because of the easier process.

Advocates for the disabled predict that 17 million eligible Americans with disabilities who currently have not registered to vote because registration offices are inaccessible now will be able to do so.

Civil rights leaders praised the law as an extension of the rights gained in the landmark Voting Rights Act of 1964. "Of all the government rights afforded to the American people, and particularly those rights secured by the blood, sweat and tears of African-Americans, hardly any is more precious than the right to vote," said the Rev. Benjamin Chavis, executive director of the NAACP.

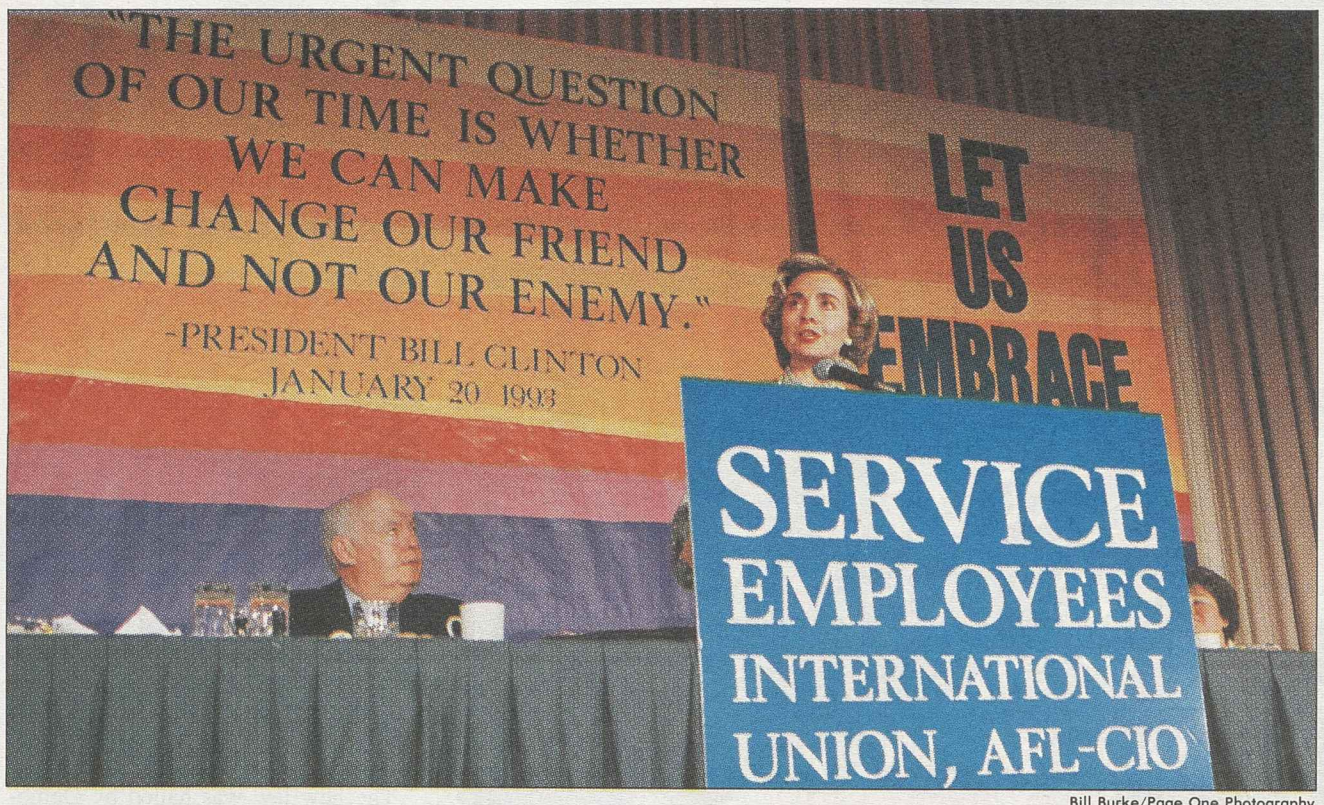
Elsewhere on Capitol Hill:

DAVIS-BACON — The government's new "helper" regulations are a legacy of the Reagan-Bush administrations and should be dropped, Iowa Sen. Tom Harkin (D) urged in a letter to Labor Secretary Robert B. Reich.

The new Labor Department regulations, long opposed by the AFL-CIO, allow the use of unskilled, untrained and low-paid helpers, instead of trained journeymen, on Davis-Bacon projects. The rules have a "devastating impact on hundreds of thousands of workers in the construction industry, severely undermining the existing apprenticeship program," Harkin said.

MERCHANT MARINE — The leaders of nine maritime unions — representing virtually every American merchant sailor — threw their support behind two bills designed to keep the U.S. merchant fleet afloat.

H.R. 2151 extends operating subsidies, set to expire in 1997. The other bill, H.R. 2152, would expand tax breaks for U.S. shipping companies to help them purchase vessels built at American shipyards. The legislation has received bipartisan support.



Bill Burke/Page One Photography

Hillary Rodham Clinton addresses SEIU legislative conference as union President John Sweeney looks on.

SEIU gears up for health reform

As President Clinton prepared a reform proposal, the battle to fix the nation's failed health care system was on the minds of more than 500 delegates to the Service Employees legislative conference, many of whom work in health care services.

''As the first and foremost force behind the biggest issue in the elections — health care reform — we have to take the health care system out of intensive care and out of the hands of a Republican Party that is alive and well and lying in the weeds licking its chops,'' warned SEIU President John J. Sweeney.

Sweeney said recession and health care inflation are ''destroying our competitiveness and the budgets of working families.''

AFL-CIO President Lane Kirkland declared, ''Our movement is unified and determined in its opposition to the idea of taxing employee health benefits. Our people fought hard to win those benefits. They've already paid for them by forgoing higher wages.''

Kirkland applauded the administration's idea of making all employers pay a payroll-based health tax and voiced his belief that the administration is ''moving in the direction of a broadly based, fairly financed package . . . including universal coverage.'

Hillary Rodham Clinton, who heads the White House Task Force on Health Care Reform, told SEIU that ''we need to have a budget for our health care system just like we budget everything else, so that people will know their primary responsibility is to take care of people, not to enhance the profits of those who are providing the services.''

Health and Human Services Secretary Donna Shalala, a member of the task force, said final decisions about the Clinton package would produce ''a health care system built on the American ideals of fairness, opportunity and responsibility.

''We will build a system that addresses the causes of illness and suffering and not just the consequences by investing in prenatal care, pre-school immunizations, public health education and in all other forms of prevention,'' she said.

Labor Secretary Robert B. Reich, speaking to the delegates at the Labor Department before they visited their representatives on Capitol Hill, described the past 12 years as ''leadership asleep at the wheel.''

''Twelve years of going in the wrong direction cannot be changed overnight, and we have to make sure that we and others who are working with us understand that it's going to take some time and energy and patience and hard work on the part of all of us,'' he said.

Other speakers at the conference included: Sens. Edward M. Kennedy (D-Mass.) and Barbara Boxer (D-Calif.); Sharon Pratt Kelly, mayor of Washington; Geri Palast, the SEIU legislative director who recently became assistant secretary of labor; David Wilhelm, chairman of the Democratic National Committee; and Jocelyn Williams, president of the Washington Metropolitan AFL-CIO.

CWA presses Congress on economic plan

Unionists attending the Communications Workers' legislative and political conference focused on support for the Clinton administration's economic and tax programs, as well as the broader labor agenda, in meetings with legislators on Capitol Hill.

More than 500 CWA members took their messages to Congress, scheduling some 300 meetings with congressional offices, after hearing from a variety of speakers. The conference included panel discussions on campaign finance reform and a presentation by freshman House members.

CWA President Morton Bahr called on Congress ''to break the gridlock and do what the American people demanded in the last election — create jobs and get this economy moving forward.''

Bahr said the unemployment rate of 7 percent, along with very weak economic growth, was continuing proof that ''the Republican filibuster of the president's stimulus package was a tremendous disservice to millions of working families.''

Pointing to the recent American Telephone and Telegraph Co. layoff of 1,000 workers at a plant in Andover, Mass., Bahr stressed that ''even in the highly skilled and productive telecommunications industry, supposedly a growth leader for the 1990s, we're seeing continued job erosion.

''No job growth adds up to a non-recovery,'' Bahr said.

In meetings with legislators, CWA members also took up concerns about health care reform, striker replacement, occupational safety and health reform, the impact of the proposed North American Free Trade Agreement and telecommunications policy.

Among the speakers were Sens. Edward M. Kennedy (D-Mass.) and Frank R. Lautenberg (D-N.J.); Reps. William D. Ford (D-Mich.); Marcy Kaptur (D-Ohio); Mel Reynolds (D-Ill.); Rick Boucher (D-Va.); Jim McDermott (D-Wash.); Tony P. Hall (D-Ohio); and Eva Clayton (D-N.C.).

IAM calls for quick action on jobs, defense conversion



Raymond Crowell/Page One Photography

IAM President George Kourpias listens as AFL-CIO President Lane Kirkland tells legislative conference to expect tough battles ahead.

Labor's legislative bottom line is jobs, Machinists President George J. Kourpias told the union's legislative conference.

''We are for any legislation that creates jobs in America for Americans,'' he said. ''And we are against any legislation that destroys jobs. We are here to speak for our members back home,'' including some 300,000 members who lost their jobs since 1980, he added.

Thousands of IAM members in defense industries will lose their jobs, Kourpias said, and they need money to help them ''travel painlessly through the otherwise painful transition to a peacetime economy.''

AFL-CIO President Lane Kirkland told the delegates that an agenda for working people is on the front burner of national policy-making for the first time in a dozen years, but that tough battles loom ahead.

The same minority of congressional Republicans that stymied action on President Clinton's stimulus package will fight hard to defeat striker replacement legislation, Kirkland warned.

''We are hoping for quick action on the striker replacement bill. But let's not fool ourselves,'' he said. ''There will surely be another Senate filibuster, and it's going to be a very tough fight to get the 60 votes we need to break it and get the bill enacted into law.''

The fight can be won, Kourpias said. ''We have to do what every civilized, industrial country in the world does: Let collective bargaining work the way our federal labor laws intended it to work.''

Kirkland assailed the Bush administration's North American Free Trade Agreement, which ''must be defeated because it is about one thing — cheap labor. It is an agreement designed solely for the most privileged elements of our society.''

On health care, Kirkland said organized labor is unified in its opposition to the idea of taxing employee health benefits. A more equitable way of distributing the costs of a new health care system would be through a payroll-based system that requires all employers to participate, he said.

Other speakers included House Majority Leader Rep. Richard A. Gephardt (D-Mo.), Rep. Vic Fazio (D-Calif.), Democratic National Chairman David Wilhelm, AFL-CIO Legislative Director Robert M. McGlotten and Jim Jontz, director of the Citizens Trade Campaign.

Dunlop commission urged to shake things up

By Rex Hardesty

The U.S. economy has reached such dire straits that no one should quibble about the need for a national economic strategy, the first meeting of the Clinton administration's Commission on the Future of Worker-Management Relations was told.

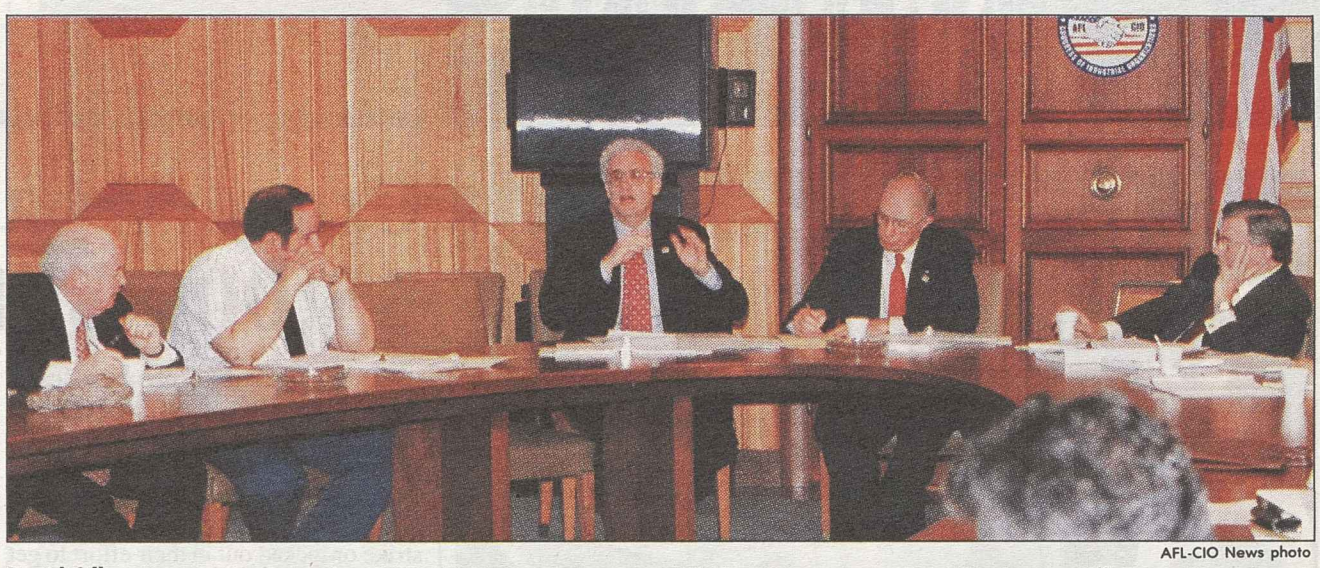
Not only should we have such a program, Commerce Secretary Ronald H. Brown told the 10-member commission May 24, but "the nation should get on to a results-oriented, pragmatic and focused program that challenges some of the theologies" on trade and other issues.

Brown issued his appeal as part of a call to turn over the apple cart and find new ways to communicate and streamline, both inside government and in government's relations with other groups. Brown mentioned unions as one of the areas "not served well" by government policy, law and regulation.

In addition to hearing from Brown and Labor Secretary Robert B. Reich, the commission heard a work force profile, tentatively approved future monthly meeting dates of June 21 and July 28, and began the groundwork to hold field hearings and divide into subgroups of two or three commissioners to handle various topics.

Chairman John T. Dunlop said the first step should be fact-finding in what he described as at least seven areas:

- Further demographics, particularly with international comparsions, of both the work force and workplace.
- Regulations now in effect in the workplace.
- The "foreign experience" with similar workplace questions.
- Types of workplace committees formed to address any topic of worker concern.
- The scope of litigation on such issues as employment at will.
- The extent to which technology can be shared through transfers from public to private sector and from larger to smaller firms.
- Focus groups to determine worker attitudes as best they can be generalized by age, sex, race, union status and the like.



AFL-CIO News photo

David Silberman outlines to the AFL-CIO Committee on the Evolution of Work some of the key issues likely to be addressed by the Commission on the Future of Worker-Management Relations. Silberman was appointed to advise the committee in its communication with the Clinton administration commission.

Input from workers was also stressed by commission member Tom Kochan of the Massachusetts Institute of Technology, who said regional meetings were necessary "because the practice of workplace participation and innovation is far ahead of public policy in the area."

Dunlop read from the "mission statement" announced by Brown and Reich when the commission was formed and said work would begin on the first item, "what, if any, new methods or institutions should be encouraged or required to enhance workplace productivity through labor-management cooperation and employee participation?"

That first mission cannot be totally segregated, Dunlop said, from the other two questions, about the legal framework and dispute resolution without resort to government.

In each instance in the mission statement, improvement is sought in cooperative behavior, employee participation or improving productivity. There is no mention of worker rights, employee quality of life or the promise in the 1935 Wagner Act that workers can form organizations of their choosing without employer interference.

The AFL-CIO Committee on the Evolution of Work, selected by AFL-CIO President Lane Kirkland as the primary vehicle to communicate with the Dunlop commission, met May 18 to discuss reports from staff committees on current problems with organizing and collective bargaining. Both reports discussed ways to improve worker participation, goals that parallel the work of the newly formed commission.

"Workplace democracy, which is essential to our political democracy, requires worker organizations in the workplace that are independent of the employer," the organizing panel reported. "Such worker organizations are essential to achieving the more equitable distribution of wealth needed for a just society and a vibrant economy. And sustained high-level business performance also requires such worker organizations."

Kirkland announced the appointment of attorney David Silberman to advise the committee. Silberman is president of Union Privilege and a former AFL-CIO staff lawyer.

The Dunlop commission, meanwhile, also approved Paul Weiler of Harvard as its counsel and said its June meeting would hear from two Commerce Department officials on technology matters.

The commissioners repeatedly asked the Bureau of Labor Statistics demographers for international comparisons when they described such U.S. work force phenomena as the rapidly shrinking goods-producing sector; the increase of part-time work, particularly involuntary; the growing habit of "leasing" employees from contractors; the recent spurt in overtime pay to avoid paying fringe benefits and the pay gap between services and other sectors.

A stark picture of working America was painted by BLS figures showing only 14 percent of the workers who lost their jobs in the current recession were "on layoff, expecting recall." That 14 percent expecting to get their jobs back contrasts with a 44 percent average for the four previous recessions, indicating the dire status of jobs lost permanently to such factors as technological change and continuing export of U.S. jobs to low-wage countries.

All 10 commissioners attended the opening session. In addition to Dunlop and Kochan, they are former secretaries of labor Ray Marshall and W.J. Usery Jr., Paula Voos of the University of Wisconsin, William Gould of Stanford, Richard Freeman of Harvard, Xerox Chairman Paul Allaire, former UAW President Doug Fraser and former Secretary of Commerce Juanita Kreps.

Workplace Fairness Bill is cleared to House floor

Continued from Page 1

take a $5 per hour cut in pay and an increase in contributions for benefits."

"Over the last decade, many employers have come to view collective bargaining not as a means of negotiating current wages and working conditions, but as a means of recruiting a new work force of 'permanent replacements,'" AFL-CIO Legislative Director Robert M. McGlotten said.

In a letter to Public Works Committee Chairman Rep. Norman Y. Mineta (D-Calif.), McGlotten said the practice of hiring "permanent replacements" allows employers "both to severely and unfairly punish employees who engage in strikes and to convert a dispute over what the terms of a particular collective bargaining agreement will be into a dispute over the status of the collective bargaining relationship itself."

A railway labor leader agreed that the threat of permanently replacing strikers thwarts the freedom of workers to exercise their basic rights.

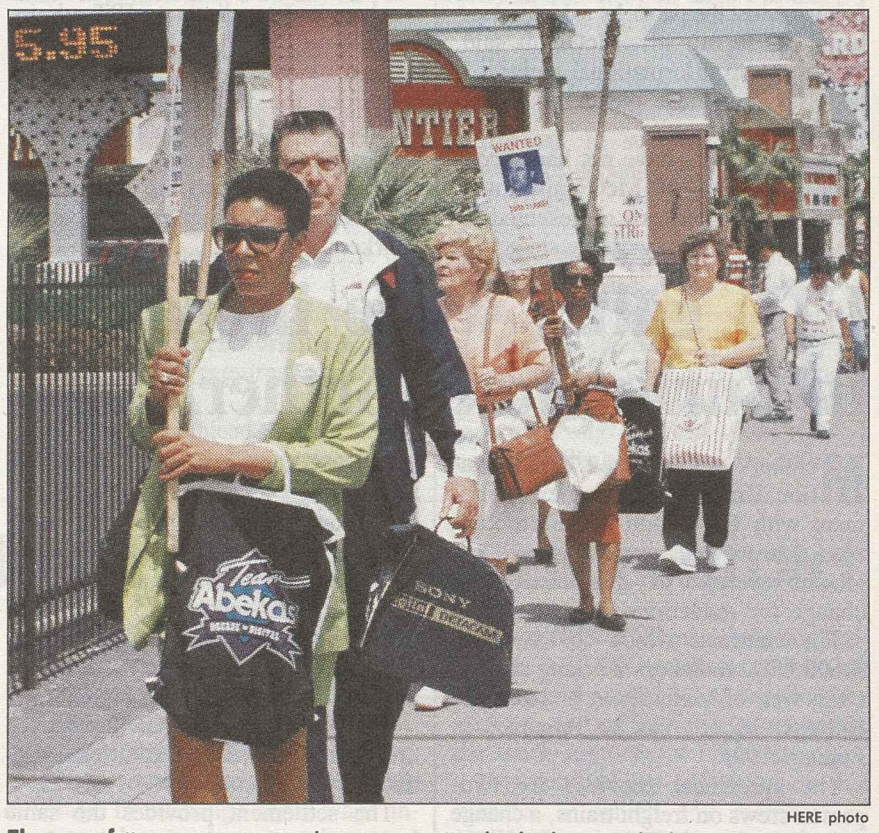
In testimony before the Energy and Commerce subcommittee on transportation, Railway Signalmen President W.D. Pickett said railway workers would be far less likely to exercise their legal right to strike if they thought they might not get their jobs back when the strike was over.

Indeed, Pickett said, the threat of permanent replacement "may be worse as it effectively deprives employees of the right to strike before it can be exercised."

Railroad employers already have significant advantages over their employees, Pickett said, such as the companies' mutual assistance pacts that provide help from other railroads during a strike. Allowing employers to "permanently replace" workers would make a mockery of labor laws, Pickett added.

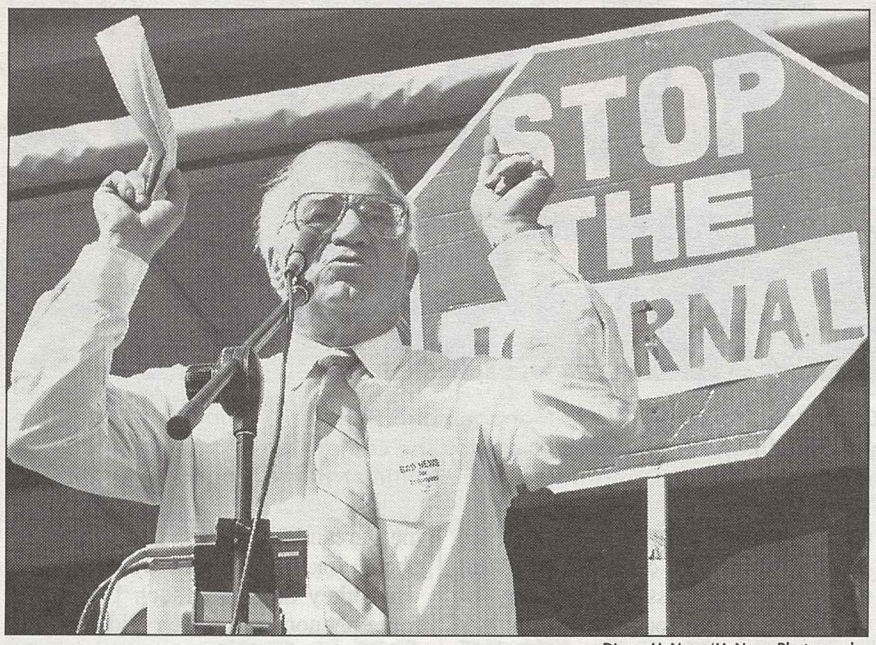
Because management has a significant economic advantage over its employees, Pickett said, there have been relatively few strikes.

But labor fears that there is a "new generation of railroad management, which, in many instances, seems to believe that they must rid themselves of unions to achieve their economic goals. They will almost routinely seek to use the permanent replacement doctrine," he said.



HERE photo

The use of "permanent replacements," which the Workplace Fairness bill would ban, prolongs conflicts, such as the nearly two-year-old strike at the Frontier Hotel in Las Vegas. Kim Roberts, assistant executive director of the Television and Radio Artists, marches recently on the picket line in front of the Frontier along with other trade unionists attending a conference organized by the AFL-CIO Department of Professional Employees. Some 550 Frontier employees were forced out on strike in September 1991 by management demands for pension and health care benefit cuts.



Diana McNees/McNees Photography

Newspaper Guild President Charles B. Dale addresses Akron rally.

Unions display solidarity in Akron newspaper talks

About 1,000 union members and their backers displayed their solidarity with workers at the Akron Beacon Journal newspaper who have been working without contracts for months.

"All year long we produce a newspaper here," Newspaper Guild President Charles B. Dale told the crowd at the May 10 march. "And we're good employees, we're trusted employees — until we start to bargain." Rubber Workers President Kenneth L. Coss also spoke at the rally.

Negotiations are continuing, but progress has been slow, said Gordon McGinnis, chairman of the Akron Newspaper Unions Unity Council. "We'll meet as long as it's productive, but we're running out of patience. Is a strike possible? You bet it is."

The unions plan to step up their campaign against the paper by asking advertisers not to run ads, McGinnis said, and to set up informational pickets, if necessary, at those businesses which continue to advertise.

The Teamsters have not had a contract since Oct. 1, McGinnis noted. Newsroom employees represented by the Guild have been working since Oct. 25 without an agreement and engravers since Aug. 30. The pressmen have not had a bargained agreement since September 1989. The company unilaterally imposed adverse working conditions on the pressmen in 1991.

IBT Local 473 represents about 200 of the Beacon Journal's more than 400 employees.

The major sticking point is a unit clarification sought by the company that would eliminate union status for 51 current district managers who supervise paper carriers, McGinnis said.

The Beacon Journal and its parent, Knight-Ridder Inc., also are trying to "strip" health care benefits by switching to a preferred provider system, he said.

The company wants to expand its warehouse operations with non-union workers and to eliminate IBT administration of the drivers' pension fund, he said.

Besides the IBT and TNG, other unions involved include photoengravers and pressmen divisions of Graphic Communications and the typographical division of the Communications Workers.

UTU gains wage increases in Burlington Northern pact

Members of the United Transportation Union ratified a new agreement with Burlington Northern Railroad that provides wage increases and job and severance pay guarantees in exchange for reductions in crew size.

The contract, which covers about 3,600 UTU members working on railroads west of Minneapolis and north of Billings, Mont., can be reopened in January 1995.

The agreement provides for two-person crews on freight trains, a change from the three- and four-person crews that had been operating on the line.

All workers will receive a $5,000 signing bonus, plus severance payments of up to $80,000 for those on board prior to December 1980 who voluntarily leave the railroad. Workers hired after December 1980 will receive severance payments of $30,000 to $60,000.

Workers considered to be "surplus" can put their names on a list to be called for job openings. While on the reserve list, they will receive 75 percent of their weekly earnings for the previous year, or 75 percent of the current yard helper rate, whichever is higher.

Those workers who man the reduced crews also will receive additional productivity payments.

The settlement provides the same percentage wage increases as those established by Congress in 1991, following recommendations of a presidential emergency board: a retroactive 3 percent increase; a 3 percent raise effective July 1, 1993; a 4 percent raise effective July 1, 1994; and lump sum payments.

Grocery pacts ratified; 35,000 still on strike

By Sharolyn A. Rosier

Thousands of Food and Commercial Workers members overwhelmingly ratified contracts at A&P and Shoppers Food Warehouse. But more than 35,000 other UFCW members are on strike or locked out in their effort to get a new contract.

One of the disputes, a supermarket strike and lockout in New York and New Jersey, currently is the largest labor dispute in the United States — affecting contracts for 28,000 workers in 310 stores. More than 20,000 employees are on picket lines from 148 stores in a selective job action that seeks to minimize the community impact.

The A&P settlement, which applies to some 8,000 employees at about 100 grocery outlets in New York and New Jersey, was approved 3,202 to 149, said John Niccollai, president of UFCW Local 464-A.

The union and the company reached the settlement April 27, narrowly averting a strike set for that day.

The new agreement runs through July 27, 1996, and calls for wage increases of $70 per week over the term of the contract for grocery clerks and journeyman meatcutters. Payable in four increments, the increases will boost weekly pay for some clerks from $611 to $681 as of Oct. 22, 1995, while others will go from $731 to $801 over the same time period.

Head meatcutters will receive increases totaling $76, increasing from the previous $790 per week to $866 per week in October 1995.

Part-time employees won four increases totaling $1.20 per hour over the term of the contract, an increase in maximum pension benefits from $280 to $350 per month and a decrease in the number of hours required to qualify for pension benefits, from 870 to 700.

Part-time employees who are scheduled for 29 or more hours per week for eight consecutive weeks automatically will be reclassified as full time, according to the union.

The contract also raises the company's contribution to the health care plan in increments by $110, to $395 per month per eligible employee in the last year of the contract.

The contract establishes a new job category of bagger/carriage clerk, starting at $5.05 per hour with promotions possible after one year.

In the Washington, D.C., metropolitan area, UFCW Local 400 ratified a four-year contract with Shoppers Food Warehouse, the third-largest supermarket chain in the area. The contract brings the workers in line with the chain contracts established at Washington-area Giant, Safeway and Super Fresh stores.

Provisions of the contract include wage increases of 40 cents an hour each year for most employees, maintenance of current health and welfare benefits, an increase in weekly disability pay and an increase in major medical coverage from $100,000 to $250,000.

The contract, which will expire Feb. 4, 1997, was overwhelmingly approved, 1,239-73. The union represents some 3,500 employees at 35 stores.

Meanwhile, UFCW members in both Colorado and the New York and New Jersey area are fighting for better wages and benefits on the picket line.

The New York-New Jersey fight by UFCW Local 1262 for health care benefits gives their bargaining national implications.

The union charges that the employers — Grand Union, Shop Rite, Food Town and Pathmark — have utilized retaliatory employee lockouts of stores in the area surrounding a struck store, effectively disrupting retail food service to entire neighborhoods.

Negotiations began in March for a contract that expired April 10. Both sides agreed to extend it until April 24 and the union offered to continue extensions of the contract. But management refused, precipitating a strike at some stores followed by a lockout at others.

The health benefit issues at the heart of the dispute are attempts to shift costs to employees, eliminate retiree health benefits and impose unacceptable limits on the choice of doctors. The overriding issue for workers is maintaining accessible, affordable and high-quality health care.

"This is the first major labor dispute with retail food employers in the 50-year history of Local 1262," said Joe Rizzo, Local 1262 president. "We adamantly oppose these phony health care reform proposals that shift costs to working people and their families. The employers reshuffled the deck, but it's the same old deal — elimination of retiree health benefits, shifting costs and wage freezes."

The union accepted a complete overhaul of the workers' health care plan in contract negotiations in 1990. When negotiations began in March, employers asked for another complete overhaul of the health care benefit plan.

The employers have insisted on a "point-of-service" plan that forces workers to select a primary care physician from a pre-established network of doctors. Unlike other managed care plans, such as the preferred provider organization (PPO), the primary care physician under a POS plan acts as a "gatekeeper" who may grant or reject the availability of medical specialists.

Members of UFCW Local 1262 began the walkouts on May 7 at eight stores and were locked out at 11 other stores in retaliation. The number of struck and locked-out stores are escalating everyday, according to the union. Prior to Memorial Day weekend, the third busiest holiday weekend for grocery stores, some 20,000 workers were on the picket line.

More than 9,000 members of UFCW Local 7R in Colorado began voting on a contract with King Soopers stores following a 17-day dispute. But members of Local 7R rejected a contract with Safeway stores in Denver and Colorado Springs. The union represents 6,000 workers at Safeway.

The contract maintains benefits from the previous contract and increases wages for all workers. King Soopers has 69 stores in Colorado, including Denver, Pueblo and Colorado Springs.

UFCW report puts Food Lion in perspective

By James B. Parks

The Food and Commercial Workers fired back with a major salvo at Food Lion Inc. by issuing its own version of the company's annual report to counter charges that the union has caused the grocer's financial decline.

Union spokesman Al Zack said the report showed Food Lion managers are "responsible for their own problems."

"UFCW didn't have people working off the clock. We didn't cut corners on food safety or try to expand into Texas and the Southwest. That's management's responsibility," he said.

The UFCW report, "Food Lion: Over The Line," was sent to brokers, analysts and a demographically selected group of 1,200 households in Salisbury, N.C., Food Lion's headquarters. The union has gotten numerous requests for copies of the report, Zack said.

Food Lion's annual report details a litany of shocking deterioration of the company's financial performance, the union said. Fourth-quarter profits declined 55 percent in 1992 and net income fell 13.2 percent for the year. Same-store sales dropped 3.8 percent and shareholders lost $5 billion in the value of their stock since 1991.

The supermarket chain's major expansion into the Southwest faltered badly and the company has not yet recovered from the impact of a network television exposé of its unsafe food-handling practices.

"The UFCW did what unions are supposed to do in a free society," the union said in a statement, assisting workers "who had become fed up with management decisions that the workers felt were destroying the company they worked so hard to build."

The UFCW report details how Food Lion's Belgian parent, Delhaize Freres et Cie, gains 75 percent of its profits from the supermarket chain, while establishing agreements and lines of command that allow it to disclaim responsibility for Food Lion's violations of child labor laws and other practices.

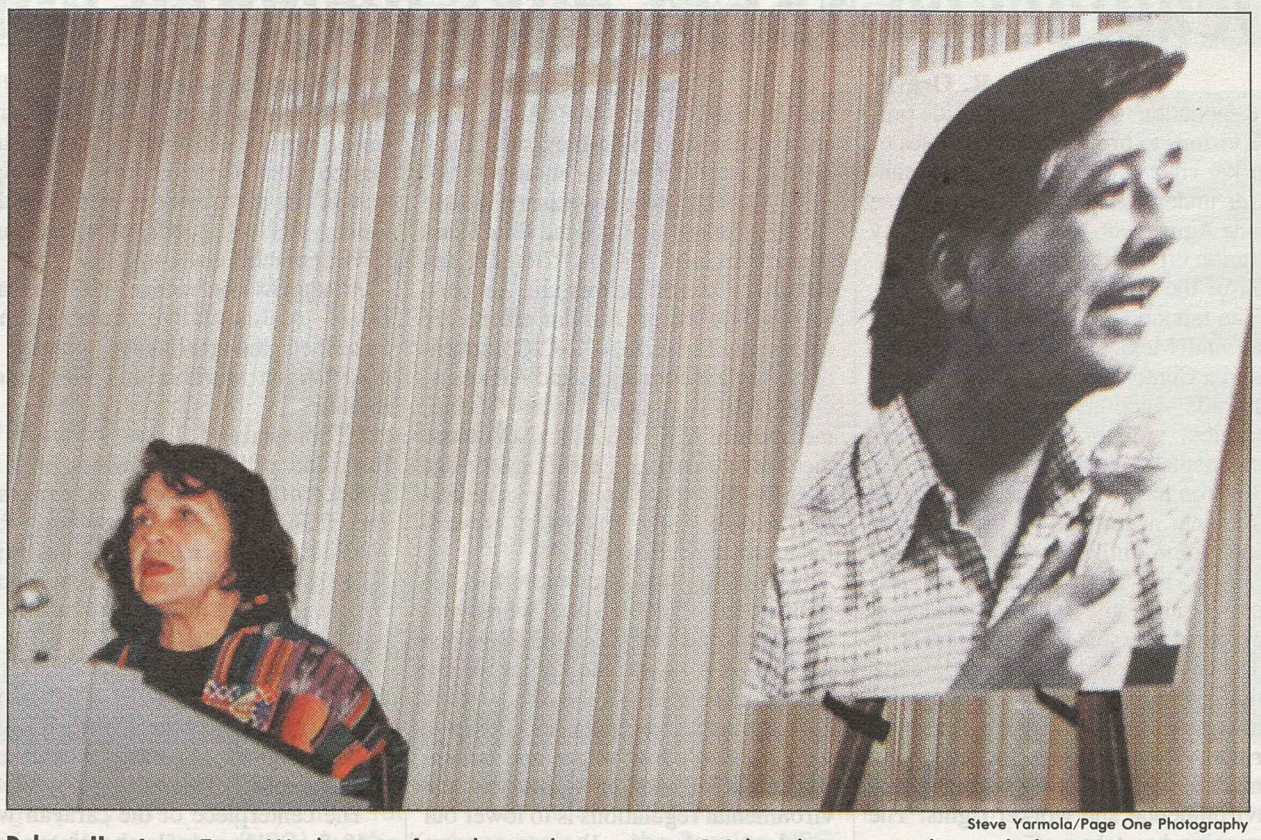
The UFCW report reiterates charges that Food Lion's "effective-scheduling" system forces workers to work off-the-clock to perform assigned tasks.

Meeting the demands of effective scheduling often causes workers and supervisors to neglect sanitation and food safety procedures, as revealed by ABC-TV on "Primetime Live" in November 1992. "Over the Line" also chronicles reports by two TV stations in the Charlotte, N.C., area that found food contamination at Food Lion months before ABC's report.

The UFCW shows how Food Lion executives ignored economic reality and continued to expand into Texas and the Southwest, even though sales growth had trailed its store growth.

Food Lion also faces numerous charges of federal labor law violations. More than 330 individuals have charged that Food Lion violated the Fair Labor Standards Act by requiring employees to work overtime to complete work assigned under the effective-scheduling procedure and not paying them.

Food Lion's profits, which exceed the industry average, are the result of wage chiseling and other unfair labor practices, the UFCW complaint charges. If these practices are not stopped, the complaint said, Food Lion's competitors will be forced to imitate the illegal practices to compete.



Steve Yarmola/Page One Photography

Dolores Huerta, a Farm Workers co-founder and vice president, evokes the spirit of Cesar Chavez during a memorial service for the late UFW president at the AFL-CIO headquarters. She said Chavez was preparing to testify in a suit filed against the union when he died April 23 in San Luis, Ariz. at the age of 66.

Rodriguez takes up Chavez mantle

By Sharolyn A. Rosier

Cesar Chavez may be gone, but the struggle for better working conditions for Farm Workers will continue, said Arturo Rodriguez, the new UFW president.

Rodriguez, who worked closely with Chavez for more than 20 years as an organizer, said the Chavez legacy "will act as a major impetus for us to expect nothing but the best of all possible outcomes for all farm workers."

Rodriguez, 43, had been first vice president of the UFW and will head the union at least until its 1994 convention, when he will face an election. A San Antonio native with a master's degree in social work from the University of Michigan, Rodriguez has worked for the UFW since the early 1970s.

Rodriguez notes that it was Chavez who most forcefully brought the jarring images of farm worker conditions to the attention of the American public. And 10 years after he founded UFW, the picture changed.

Boycotts and strikes led to significant pay increases for workers under UFW contracts and for those whose employers feared unionization. Passage of the landmark Agricultural Labor Relations Act in 1975 gave workers two victories won decades earlier in America's other industries: the right to collectively bargain and the right to seek redress for unfair labor practices.

"Our future will be determined by the improvements we make to the working conditions and safety and health of farm workers," Rodriguez said, adding "With a safe and healthy environment comes good products."

Rodriguez said the UFW would strengthen the boycott of California table grapes, noting that some 10 school districts — including El Paso, Texas, San Jose, Calif., Dade County, Fla., and Santa Fe, N.M. — have agreed to ban table grapes throughout the school systems.

California table grapes are sprayed with pesticides that the union says threaten the lives of farm workers and their families, the safety of rural communities, the quality of air, water and soil, and the health of consumers. The boycott of grapes began in 1965 with demonstrations and a fast — a form of protest that Chavez practiced more than once, including a 36-day fast in 1988.

In 1970, some pesticides were banned but one-third of the 75 chemicals still used by farmers are cancer-causing, according to the union. Rodriguez explained that surveys have proven that 90 percent of consumers are concerned about pesticide use and want labeling. But growers refuse to do that.

Approximately 800 grape farmers and 50,000 workers work the vines, whose delicacy requires extensive hand work.

Rodriguez promised "an intensive consumer education campaign with UFW staff in major cities in the United States and Canada to inform the public of the dangers of these grapes" with a goal of putting economic pressure on growers "because legislative relief is often too little too late."

Meanwhile, the UFW will devote new attention to its membership drives. "We have a whole team of people in key agricultural areas preparing campaigns to expand membership base," Rodriguez said.

"We will also expand the associate membership program, La Union Del Pueblo Entero (The Community Union), to rural areas and urban areas in United States and Canada so that people will have a way to associate themselves with UFW because 'la lucha' (the struggle) continues."

Despite UFW gains, migrant field work still does not pull farm workers out of poverty and an unhealthy life, so the union will help to provide dignified low-income housing, said Rodriguez.

"It's sad to see farm workers treated like second-class citizens," said Rodriguez. "Farm workers have the worst problems in terms of health and safety. Yet, when comprehensive health care is passed in states like Washington, farm workers are left out. That's a shame."

Rodriguez urged the Clinton administration to consider the health concerns of migrant farm workers in its national health care reform plan.

Boston Gas lockout ends with new contract

A four-month lockout of some 1,120 Steelworkers at Boston Gas Co. facilities has ended with a new six-year contract, but a lockout of 152 USWA members at Bay State Gas Co. continues.

Members of two USWA locals ratified the Boston Gas settlement, which provides a compounded wage increase of 27.4 percent over the contract term, with pay hikes of 4 percent in each of the first three contract years, followed by yearly raises of 4.5 percent, 4.25 percent and 4 percent.

Local 12003 members were locked out Jan. 24, while Local 12007 members were locked out March 28.

Local union presidents Paul Hannon and Janet McDonough said union members accepted provisions requiring employee contributions for health care coverage in exchange for a wage increase, job security provisions and other contract improvements.

The settlement also provides pension improvements, a 401(k) savings plan and employee stock purchase, a scholarship program and improved dental care coverage.

Hannon and McDonough credited the solidarity of USWA members and support of AFL-CIO affiliates, public officials and the community in ending the lockout, and called for support to end the work stoppage at Bay State Gas.

Negotiations are continuing in that dispute, in which 152 members of USWA Local 12026 have been locked out of the utility's Springfield plant.

Bay State had hired Vance International, the security operation that supplied armed guards to Pittston Coal Co. during the 1989 contract dispute with the Mine Workers and to the Pittsburgh Press in its dispute with 10 unions.

Deadlocked NAFTA talks heighten unions' concern

By John R. Oravec

Negotiations have stalled on side provisions to protect against abuses of worker rights and environmental standards under the North American Free Trade Agreement, lending new urgency to union efforts to reject the Bush version of the treaty.

The talks bogged down when Canadian and Mexican representatives rejected a Clinton administration proposal for trade sanctions to crack down on persistent violators of labor and environmental regulations.

Clinton has promised not to sign the agreement negotiated by the Bush administration until side agreements are in place. His chief negotiator, Rufus Yerxa, called the sanctions proposal "practical, reasonable and prudent."

Labor's "Not this NAFTA" campaign includes a massive petition drive that stresses that NAFTA, as currently written, is a bonanza for corporate America while ignoring basic human, environmental and worker rights. The campaign has taken off:

- The Communications Workers already have collected 30,000 signatures in the union's nationwide drive calling for the renegotiation of a fair trade agreement.
- Several thousand signatures were added to the dump NAFTA petitions circulated at the Union-Industries Show in St. Louis earlier this month.
- Petition drives are planned in June for union conventions of the Flint Glass Workers, Grain Millers, Clothing and Textile Workers, Actors and Artistes, and the Musicians. Similar efforts are under way for state AFL-CIO conventions in Idaho, Montana and Arkansas.
- Outside Madawaska, Maine, members of U.S. and Canadian unions met May 10 on the International Bridge over the St. John River to sign a resolution calling on their federal governments to reject NAFTA.

In signing the document for the Maine AFL-CIO, Service Employees member Anne Turowksi said, "No one is opposed to fair trade. What we are against is the idea that the only way the United States and Canada can compete with Mexico's low wages and lax enforcement of worker rights and environmental regulations is to lower our standards and wages."

- The Teamsters were on the road in Texas operating a Fair Trade Caravan that crisscrossed the state for seven days in mid-May to "rev up" opposition to the flawed NAFTA deal.

With stops in several large cities, the touring campaign included demonstrations, news conferences, rallies and leafleting to alert Texans to the high cost of the agreement — lost jobs, declining services, public safety risks and environmental clean-up.

At a press conference, IBT international representative Tom Salinas described the threatened impact of NAFTA on workers and their communities.

"Thousands of Texas jobs will be lost, and billions of dollars will be drained off in lost wages and expenses for fixing the new problems that NAFTA would create," Salinas said. "The so-called free trade deal would cost us all more than we can afford to pay."

Starting in Beaumont on May 17, the caravan made stops in Galveston, Houston, Lufkin, Fort Worth, Wichita Falls, Lubbock, El Paso, Austin and San Antonio.

The centerpiece of the caravan was a 40-foot tractor-trailer bearing warning signs: "Don't Drive Away Our Jobs;" "$4 a Day — No Way!" and NAFTA Puts People Last."

Opposition continues to mount in both the House and Senate against the Bush-negotiated trade agreement.

House Majority Leader Richard A. Gephardt (D-Mo.) has warned that "without strong supplementals, NAFTA can't pass."

Sen. Max S. Baucus, chairman of the Senate's International Trade subcommittee, reacted with disgust to the stance of Canadian and Mexican negotiators who rejected the U.S. call for sanctions.

"Without trade sanctions as a last resort, NAFTA is not in this country's best interest," the Montana Democrat said. "Simply put: No teeth, no NAFTA. The threat of sanctions is a necessary deterrent."

Chief U.S. negotiator Yerxa, responding to the hardline taken in the Ottawa talks by Canadian and Mexican trade representatives, said "we clearly have some very important differences."

The U.S. plan calls for a commission on labor rights as well as a commission on environmental abuses with representatives from each NAFTA country serving on the panels.

Yerxa said, "these commissions must have a significant degree of credibility, a significant degree of power and a significant degree of independence" to be effective.



Raymond Crowell/Page One Photography

The unveiling of a study on Mexico lobbying for NAFTA was met by a huge turnout at a news conference.

Mexico's hired guns are U.S. ex-officials

Continued from Page 1

penditures by Mexican interests already exceed the combined resources of the three largest, best-known foreign lobbying campaigns waged during the past quarter century."

Those operations were mounted by South Korea during the "Koreagate" flap, by Japanese interests in the Toshiba controversy and by Kuwait after the Iraqi invasion.

CPI said that all NAFTA lobbying financed by the Mexican government is coordinated by its Ministry of Commerce and Industrial Development (SECOFI).

SECOFI has hired a number of well-connected U.S. public relations and lobbying firms, including Shearman and Sterling, TKC International, Burson-Marsteller, Manchester Trade and the Brock Group, CPI reported.

Burson-Marsteller has been paid more than $5 million in fees and expenses by the Mexican ministry. Since January 1991, the Brock group has been assisting Burson-Marsteller and "directly provides strategic counseling on trade, labor and political policy issues," according to their Justice Department filing.

Brock initiated talks with Mexico on a trade agreement in 1982 when he was the U.S. trade representative. In 1991 and 1992, he was actively involved in assisting Mexico and the Bush administration in negotiating the trade deal.

At Senate Finance Committee hearings in 1991, Brock testified in favor of NAFTA. Although he was billed as the former U.S. trade official, "not everyone in the committee room knew Brock was a hired gun. Brock failed to mention he was receiving a large sum of money from Burson-Marsteller and the Mexican government at the time," Lewis and Margaret Ebrahim wrote in an article for The Nation magazine.

"When asked later about his failure to disclose his financial link to Mexico, Brock maintained that since he had registered as a foreign agent for Mexico, his affiliation was no secret."

The lobbying blitz in the House and Senate by the pro-NAFTA forces is intense, CPI points out.

"When 122 new members of Congress were elected last November, Mexico's NAFTA team sprang into action — every new legislator was specifically targeted to be contacted by a lobbying firm retained by Mexico: Walker/Free Associates took on the Midwesterners, Public Strategies was assigned California and Texas members, Gold and Liebengood Inc. was assigned the Senate Republicans, while TKC International drew the new Hispanic members."

Public Strategies is headed by Joe O'Neill, who had been an administrative assistant to Treasury Secretary Lloyd Bentsen when he served in the Senate. CPI noted that the Mexican ministry paid O'Neill's firm $455,771 from June 1991 to October 1992.

The CPI study documents a list of Fortune 500 U.S. multinational corporations operating plants in Mexico, ranging literally from A to Z — from Allied Signal to Zenith Electronics. The list includes the likes of Chrysler, Ford, General Motors, Eastman Kodak and TRW Inc.

"In the United States, the prime beneficiaries of NAFTA will be big business," Lewis told reporters at press briefing.

"By any measure," the CPI report said, "the anti-NAFTA forces have been financially 'out-gunned' by the Mexicans and the U.S. business community in this lobbying effort. Because of the poor quality of existing public records and lax disclosure requirements, it is impossible to gauge by precisely how much."

CPI noted that a coalition of labor, environmental and consumer organizations has spent a fraction of what the NAFTA proponents have.

Lewis pointed out that CPI "has no position on NAFTA" and is not advocating any specific legislation.

Jobs toll seen in falling peso

The drain on U.S. jobs and wages will worsen from a further devaluation of the Mexican peso with the North American Free Trade Agreement lacking any negotiated safeguards, the AFL-CIO told Congress.

Testifying before the House Small Business Committee, federation economist Gregory Woodhead called NAFTA a high-risk experiment at attempting to merge the economies of two countries now in widely diverse stages of economic and political formation.

A number of monetary experts have concluded that Mexico would quickly devalue its currency should the proposed trade deal with the United States and Canada take effect.

The value of the peso has been in a sharp downward spiral for the past decade to drag down the real pay of Mexican workers. Since 1981, the exchange rate has fallen from 25 pesos to the $1 to the current rate of 3,200 to $1.

With the cheaper peso, maquiladora plant operators will be able to slash the weekly pay of workers from $60 to $48, Woodhead said.

He warned that the implementation of NAFTA and further devaluation of the peso would undermine wages on both sides of the border while providing added incentives for U.S. multinational corporations to relocate manufacturing operations in Mexico.

"The Bush-negotiated agreement will lock into legal status a business climate that will reduce the risk for U.S. investors who move south of the border," Woodhead said.

But over the long term, he cautioned, the increased direct investment in Mexico will cost an estimated 550,000 U.S. jobs, mainly in manufacturing industries.

"The relative cheapening of Mexican labor through a peso devaluation will only hasten the decline in real wages in U.S. manufacturing," Woodhead said. "The downward pressure on wages is especially true in collective bargaining, where the company's threat of moving to Mexico must be viewed as real by union negotiators faced with concessionary demands."

Free trade unions take giant strides in Russia

By Michael Byrne
Moscow

In little more than a year as director of the AFL-CIO Free Trade Union Institute office, Tom Bradley has zigzagged all over this country of nine time zones, answering the call of workers who want to form free trade unions.

"The word is out," Bradley said. "Everyone wants to make contact. There is tremendous potential for free trade unions in this country."

Bradley described an initial contact with workers at a factory in Ekaterinburg, where a free trade union had organized 200 of the 30,000 workers.

"I went to talk to them a few months later and they had more than 1,000 members," he said. "We're making headway teaching these new unions how to gain the confidence of workers."

Bradley, a former AFL-CIO assistant regional director, has been in-country since April 1992. But FTUI, whose programs are funded through the U.S. National Endowment for Democracy and the Agency for International Development, has been reaching out to the independent unions since 1989. **(See story, below.)**



Michael Byrne/AFL-CIO News

Moscow FTUI Director Tom Bradley, left, listens as Yevgeny Lyakin, deputy director of the Independent Miners Union (NPG) for the Kuzbass region, asks about training programs available to union members. At right is Alexandr Sergeev, president of the Russian NPG.

FTUI's efforts have been undercut by the entrenched Soviet system of official unions, which has extensive real estate holdings (developed for worker vacations) and controls the distribution of the social security system, including health care and other benefits.

The democratic trade unions, which have allied themselves with Russian President Boris Yeltsin's economic reforms, have appealed to Yeltsin for help in prying these resources away from the official All-Union Central Council of Trade Unions, known as FNPR.

"For the most part, FNPR is in the hands of the military-industrial complex, the old Soviet industrial system," Bradley said. "No one knows how much money is there or how it is used. We are seeking legislation that would force an accounting of the money and also give the free trade unions access."

Meanwhile, FTUI is assisting free trade unionists with legal as well as organizational counsel. "We would like to develop a cadre of lawyers who could represent workers in areas in which democrats have a hold," Bradley said.

FTUI has begun to establish contact with professionals — lawyers, teachers, doctors and nurses. Many are being organized by Sotsprof (Social Professions), a loosely affiliated free trade union federation that is involved in protecting workers' rights, primarily by taking enterprises to court.

The AFT is one of several AFL-CIO unions involved in union-to-union contacts in Russia, but establishing contact with teachers has not been easy, reported Rudy Porter, who is setting up an AFT office in Moscow.

"Teachers have been an essential part of the old Soviet system for so many years," Porter said. "They are very resistant to change. They don't want anyone to tell them what they've been teaching all their lives is wrong."

Coal miners have been the heart and soul of the independent labor movement in all the republics of the former Soviet Union. They have been joined by air traffic controllers and pilots.

The emergence of the workers movement, AFL-CIO President Lane Kirkland recently noted, has played a central role in dismantling the old order.

"In March 1991, strikes by coal miners paralyzed much of Soviet industry," Kirkland reminded a public symposium of the International Andrei Sakharov Foundation and the National Academy of Sciences on May 19.

"When they began to take on the character of general worker mobilizations, President Gorbachev backed away from repression and confrontation, choosing instead to seek an accommodation with the leaders of the republics," Kirkland said.

"Russian workers, particularly members of the independent trade unions of coal miners, have since played a critical role in building support for President Yeltsin and the democratic forces in Russia," he said.

Bradley believes that Yeltsin's reform program will create an environment in which free trade unions can grow. One offshoot of these reforms has been the creation of joint-stock companies, which pool resources to privatize portions of state enterprises. Many of these have affiliated with Sotsprof.

"Sotsprof is made up of dissident workers who develop free unions," he said. "These joint-stock companies are important enough that we have accepted them as free unions even when the boss is a member of the union. As they grow, however, I expect that to change, when the state monopoly no longer is the common enemy.

"People can change, but it's very hard to change these institutions," Bradley said. "You have to find someone to bargain with. Once you scratch the surface, you expect to find something democratic underneath."

RAFTURE aims to give unions their own tools

A new foundation has been created to help emerging free trade unions in Russia become self-sufficient in leadership training and research.

As such, the Russian-American Foundation for Trade Union Research and Education (RAFTURE) eventually would absorb the functions of the Moscow office of the AFL-CIO Free Trade Union Institute.

"We have always hoped that the Russian free trade unions would take over the funding and the direction of these support programs," said Richard Wilson, FTUI's director of Central and East European programs.

Wilson discussed the development of RAFTURE in a recent visit to Moscow, meeting with Pavel Kudiukin, the former political prisoner and former deputy minister of labor who heads the foundation.

George Boyle, a retired professor of Russian studies at the University of Missouri, has been appointed to head RAFTURE's department of education for one year, after which a Russian will be appointed. Yakov Berger, a Russian intellectual who assisted many political prisoners, directs the foundation's public relations. Wilson is seeking a Russian expert in market economies to head the foundation's department of research.

"The primary issues of the foundation are privatization and the social security funds being held by the official unions," said Tom Bradley, who heads the Moscow FTUI office. He listed these initial projects:

- A train-the-trainer program, to develop talented leaders of the new independent trade unions.
- An intern program, to provide training for union staffers and to develop organizers. "There's a lot of interest in developing CIO-type trained union organizers," Bradley said.
- Contacting media correspondents and developing radio programs.

Groundbreaking Coal Project boosts unions

When a brave group of coal miners broke away from Communist Party control to launch a strike in 1989, the labor movement wasted little time in reaching out to them.

A rally at the Soviet embassy during the AFL-CIO Convention in November 1989 led to a series of exchange visits, including the first trip to Russia by U.S. trade unionists in June 1990, when Richard Wilson of the Free Trade Union Institute and Mine Workers Secretary-Treasurer John Banovic attended the first Congress of Miners in Moscow.

A year later, AFL-CIO President Lane Kirkland toured the Soviet Union, meeting with coal miners from Donetsk in the Ukraine to the Kuznetsk Basin in western Siberia, as well as with leaders of other democratic worker movements. And he met with Boris Yeltsin, then an upstart challenger to Mikhail Gorbachev, but an ally of the democratic trade unionists.

As the political landscape has changed, the labor solidarity with those mine workers has intensified, thanks in large measure to a unique tripartite program developed by labor and the U.S. coal industry through the U.S. Agency for International Development (AID).

The Coal Project, administered through a private non-profit organization called Partners in Economic Reform (PIER), began in 1992 to bring technical assistance, including health and safety training, to those mines where independent miners' unions had formed. Kirkland and Mine Workers President Richard Trumka sit on the PIER board, which is chaired by former Secretary of Labor W.J. Usery Jr..

"The Coal Project has helped give legitimacy to the new independent unions," said Wilson, who is FTUI's director of Central and Eastern European programs. "We have been able to help the independent unions establish relations with management, giving management another basis for working with the free trade unions."

The most serious common problem is atrocious safety and health conditions, Wilson said. "The U.S. industry and labor people were horrified at the conditions they saw in the old Soviet mines. Most if not all would have been shut down if they had been in the United States."

Beyond training on safety and health, and technical advice to improve productivity and efficiency, the Coal Project is providing English-language instruction through the AFT, so that miners can read technical manuals and better communicate through international channels.

Michael McMillan, director of the AFL-CIO Human Resource Development Institute, visited Russia in April to discuss plans by the Coal Project for a comprehensive retraining and relocation program for Russian miners who may be affected by mine closures.

"The involvement of HRDI means that the social dimension of developments relating to market reform will be covered," McMillan said. "The labor movement wants to see workers' rights protected, as well as the nurturing of free trade unions in coal and other energy industries."

— Michael Byrne

ECONOMY

Record imports propel widening trade deficit

March shortfall worst in four years

By John R. Oravec

With imports pouring in at a record $49.2 billion clip, the U.S. foreign trade imbalance surged by 29 percent in March to $10.2 billion — the worst monthly shortfall in four years — despite a pickup in merchandise exports.

Imports shot up $4.4 billion over the month, while exports rose $2.3 billion.

The nation's trade deficit for the first quarter of the year jumped to $25.8 billion, two-thirds higher than the $15 billion shortfall in the first three months of 1992, Commerce Department data showed.

Based on the first quarter numbers, AFL-CIO trade specialist Mark A. Anderson pointed out, the U.S. trade gap could exceed $103 billion this year, well above the 1991 and 1992 trade deficits.

Anderson traced the bulk of the problem in the first quarter shortfall to manufactured goods, with imports outrunning exports $109.8 billion to $88.7 billion, for a trade imbalance of $21.1 billion. In March, manufactured goods accounted for about 85 percent of the overall deficit.

As has been the long-term pattern, more than half of the U.S. deficit was with Japan.

Despite earlier assurances from Japan's Prime Minister Kiichi Miyazawa that his country would be made more accessible to American products, the trading shortfall widened by $1.1 billion over the month to $5.3 billion. Imports from Japan rose three times faster than U.S. exports to the country in March.

Commerce Secretary Ronald H. Brown urged a series of remedies to correct the worsening Japanese imbalance. He called for ''prompt fiscal stimulus in Japan, market-driven exchange rate corrections and negotiations that remove the structural barriers to improved trade between the two countries.''

Japan's chronic trade surplus with the United States is the focus of a new trade policy being drafted by a White House team of advisers. It is expected to propose that five Cabinet agencies begin immediate talks aimed at broadening access to Japanese markets.

In the first three months of the year, the trade deficit with Japan climbed to $13.3 billion.

Meanwhile, data from the Japanese trade ministry showed that the country's worldwide trade surplus jumped 44 percent in April to $10.2 billion and rose 23 percent with the United States — an indication that dims the outlook for the Commerce Department's report next month.

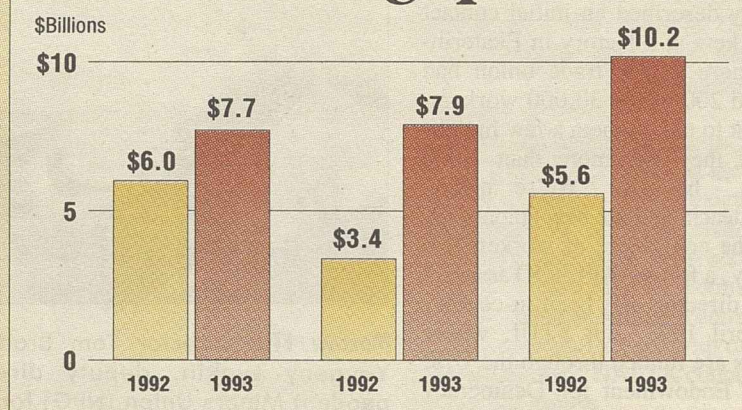
The second-largest U.S. deficit in March was with China, rising by $300 million to $1.5 billion. For the first quarter of the year, the trade gap widened to $4.2 billion from $3.2 billion in 1992. Other large deficits were with Taiwan, $688 million, and Canada, $638 million.

The U.S. trade surplus with Western Europe narrowed sharply to $437 million from $1.42 billion in February, but widened with Australia to $491 million.

The Commerce Department reported that the March import surge brought record highs in industrial supplies and materials, consumer items and capital goods, as well as autos, parts and engines.

Significant statistics

U.S. trade gap widens



The U. S. trade imbalance widened to $25.8 billion in the first quarter of 1993 with imports surging to $139.2 billion and exports totaling $113.4 billion. A heavy influx of manufactured goods accounted for the bulk of the nation's trade deficit. At the current pace, the 1993 trading shortfall could exceed $103 billion.

Foreign trade deficit
March $10.2 billion

Consumer price index
April (CPI-W) +0.4 percent

Real weekly earnings
April -0.1 percent
Since April 1992 -0.5 percent
Since April 1980 -7.3 percent

Housing Starts
April +6.7 percent
Annual rate 1.2 million units

First quarter settlements
First-year pay raise 2.8 percent
Over contract term 3.1 percent

Industrial production
April +0.1 percent

Durable goods orders
April $130.3 billion

AFL-CIO NEWSGRAFIC

For workers, same old story: Prices go up, real pay goes down

For the third month in succession, workers lost more purchasing power as consumer prices rose while real weekly pay declined.

The Bureau of Labor Statistics reported that sharp increases in food, housing and medical care costs pushed up the consumer price index for urban wage earners (CPI-W) 0.4 percent in April.

At the same time, weekly earnings adjusted for inflation slipped 0.1 percent because the CPI increase wiped out an 0.3 percent increase in work hours. Average hourly earnings were unchanged from March.

Over the past 12 months, BLS said, real wages dropped 0.5 percent. During that period, average hourly pay rose 2.6 percent while hours were unchanged and the CPI-W increased 3.1 percent.

The average worker's pay continues to lag behind price increases in the long term, AFL-CIO economist Anne Draper noted. Since April 1980, inflation has eroded real weekly pay 7.3 percent, she said.

Food prices increased 0.4 percent in April, mainly from a 1.2 percent surge in the index for meat, poultry, fish and eggs. Prices averaged 1.8 percent above the year-ago month.

Housing costs, mainly rent, rose 0.5 percent in April and were up 3.1 percent over the year. Electric and gas utility costs jumped 0.8 percent.

Medical care charges rose 0.5 percent over the month and were 6.1 percent higher than last year. Except for the higher costs of tobacco products and education, the health care component continues to pace the rise in the government's price index.

In other economic reports:

● The Federal Reserve said output of U.S. factories, mines and utilities edged up 0.1 percent in April after holding level in March and rising 0.5 percent in February.

Manufacturing activity rose 0.4 percent last month, following a 0.1 percent gain in March. Mining output was up 0.8 percent in April, but output by utilities fell 3.6 percent.

April's industrial production index was 3.4 percent above the year-ago month, the Federal Reserve said. Industry operated at 81.4 percent of capacity last month.

● Construction of new housing jumped 6.7 percent in April to an annual rate of 1.21 million units, the Commerce Department said, following a 3.6 percent dip in March.

Housing starts of single-family homes rose 6.3 percent to a yearly rate of 1.063 units in April and multifamily housing construction was up 9.5 percent to a rate of 150,000 units.

The sharpest gain in home construction came in the Northeast, up 22.6 percent, while dipping 0.8 percent in the Midwest. Construction rose 9.5 percent in the South and 3.4 percent in the West.

● Applications for building permits, an indicator of future construction activity, rose 5.8 percent in April to an annual rate of 1.094 million.

● In March, unemployment rates rose in 27 states, declined in 17 and were unchanged in six, the Bureau of Labor Statistics said.

Seventeen states reported jobless rates at or higher than the national average of 7 percent. West Virginia posted the highest rate at 11.2 percent, followed by California's 9.4 percent.

Five states, including three in New England, reported jobless rates above 8 percent: Illinois, New Jersey, Maine, New Hampshire and Rhode Island. Other high rates were 17.2 percent in Puerto Rico and 8.4 percent in the District of Columbia.

Nebraska had the lowest rate at 3 percent, followed by South Dakota, 3.4 percent, and Utah, 3.6 percent.

● With health care insurance costs taking a bigger bite out of compensation packages, wage increases in major collective bargaining settlements during the first quarter of 1993 were below the pay raises in contracts they replaced.

BLS reported that agreements covering 1,000 or more workers provide average first-year pay increases of 2.8 percent and 3.1 percent annually over the contract terms. The earlier agreements averaged first-year pay gains of 4.4 percent and 3.9 percent annually over the term.

Manufacturing workers under the new union contracts are getting average first-year pay increases of 4.3 percent and 3.7 percent over the term. Settlements in the non-manufacturing sectors provide pay gains of 1.7 percent in the first year and 2.5 percent over the term.

AFL-CIO economist John Zalusky observed that the contract settlements reflect the impact of the sluggish economy as well as spiraling employer health care costs, which ''increased at twice the rate of wages costs over the last year.''

● New orders to factories for ''big ticket'' durable goods showed virtually no improvement in April following a plunge in March.

Orders, running at a seasonably adjusted $130.3 billion during the month, were up by a scant $54 million, a statistically insignificant amount, the Commerce Department said. Orders had plummeted 3.7 percent in March, the worst in 15 months.

April marked the third month out of four without an increase of at least 0.1 percent. But orders during the first four months of the year as a whole still were a healthy 10.4 percent higher than the same period of last year because orders this year have not entirely given up strong gains posted at the end of 1992.

— John R. Oravec

Letter Carriers deliver for local food banks

By Sharolyn A. Rosier

The Letter Carriers collected 11 million pounds of non-perishable food donations in one day to help stock local food banks for the summer months.

NALC President Vincent Sombrotto credited the record collection to the cooperation and assistance of the U.S. Postal Service and local AFL-CIOs and community service liaisons, telling a press conference "we were able to serve as the catalyst between our postal customers and their community food pantries."

The donations collected on Saturday, May 15, involved some 220 NALC locals that serve nearly 1,000 cities and towns. It was the second year the union had conducted the drive but the first in which USPS had participated.

In most cases, carriers picked up food donations as they delivered mail along their routes in the participating communities. The food was then taken to a central postal station where it was redistributed to local food banks.

In Connecticut, more than 133 tons of food were collected in 17 cities, reported Paul Daniels, president of NALC Branch 20 in Meriden.

"Directors of food banks said that it was the most food they had ever received at one time," he said. "We delivered enough food for six months to a year for each food bank. We only expected about 5 percent of the households to participate but it turned out that 33 percent of the households participated."

So much food was collected in the Los Angeles area that an off-duty police officer was hired to guard food that overflowed into a parking lot, according to Armando Olivas, AFL-CIO community services liaison.

"We have 108 tons of food just in our Labor Community Services Food Bank," he said. "I estimate we saved about $60,000 so we can now provide additional services such as rental assistance and bus passes."

Joseph Velasquez, director of the AFL-CIO community services department, said the food drive succeeds "because it solves a major problem and it helps people do the good things most Americans want to do — give back to their community. This project makes helping others as easy as mailing a letter."

A national survey conducted by Catholic Charities USA, the nation's largest private human service organization, shows that 62 percent of the people who went to Catholic Charities agencies in 1990 needed emergency food or shelter. That figure is up from 23 percent who sought these services 10 years ago.

"With so many Americans having a tough time coming out of the recession, more and more people have found it necessary to utilize these food banks and food pantries to help ends meet," Sombrotto said. "Millions of adults and children need assistance every day in order to avoid going hungry."

Velasquez pointed out that there has been a boom in the use of the Food Stamp program — increasing 8 percent between November 1991 and November 1992, from 24.4 million people to 26.4 million.

As financially strapped state and local governments are forced to do more with less, community service programs such as the NALC food drive have become increasingly important to food banks and social service agencies, he said.



NALC photo

Letter Carrier Mike Wangler picks up food in Columbia, S.C.

Health care reform promises huge savings in the long run

Continued from Page 1

share, and eliminating overlapping care and profiteering.

Ignagni contrasted the likely Clinton package with the current system, in which charges are based on "whatever the market will bear, and limited only by what it's possible to get away with." That comes about because "providers first dictate how much you're going to buy and then how much you're going to pay for it," she said.

She noted that "a traveling salesperson who tried that with customers would be thrown out the door."

To emphasize the potential savings from the current non-system, she pointed out that spending on health care consumes more than 14 percent of the U.S. gross domestic product. That means more than $900 billion will be spent this year.

"We see coming reform as a win-win situation for union members, for workers and for health care consumers generally," Ignagni said. She cited the following reasons for optimism about what is expected from the Clinton plan:

- Employers who have refused to provide any health insurance likely will have to contribute, thus negating an unfair advantage over employers who have been doing the right thing.
- The pool of available money will be known in advance and will force the nation's health care providers to budget the way a family budgets, ending the spiral of costs.
- Individual choice of health care options would be retained, both for employees who buy health care services as a group and by individuals who want to supplement that package. "Unions, for example, would be free to bargain with employers for coverage of benefits and any out-of-pocket expenses," she said.

Health care reform would ease "job-lock" for those who are currently employed and reluctant to change jobs because of questions over health benefits, Ignagni noted. A worker won't have to fear loss of insurance, or even being turned down for a job because of a chronically ill family member.

In 1980, the average family spent $1 out of every $11 of its income on health care. According to a report from Families USA, without reform that same family will spend $1 on health care for every $6 of income by the year 2000.

In 1991, health care spending amounted to $4,296 per family — without reform, that same family is projected to be spending $9,397 by the end of the decade for care, and getting less.

In recent collective bargaining, a lot of money that might have gone to higher wages has been siphoned off for health care. AFL-CIO studies show that other components of the benefits package, such as pensions, also suffer from available funds being gobbled up by the current health care system.

In fact, throughout the 1980s, average family income increased 88 percent, while family health care spending rose 147 percent.

The United States and South Africa are the only two industrialized nations without national health care systems. In addition to actual funds disbursed, the high cost of health care hurts America's international economic competitiveness by adding unnecessary costs to our products and services.

"The United States has a unique history, population and resources," Ignagni said of the effort the AFL-CIO put into shaping the reform plan.

"Our best national strategy is to draw on successful experiences in other nations, then tailor them to our needs in a uniquely American system," she said.

If Clinton makes possible true health care reform, it would end a union quest that began when national health insurance was included in the first discussions of the Social Security system nearly 60 years ago.



Ralph Jimenez has become the new president of the Labor Council for Latin American Advancement, filling the unexpired term of **Jack Otero,** who has joined the Clinton administration. Jimenez, assistant director of the UAW National CAP Department, had been LCLAA executive vice president. Secretary-Treasurer **Oscar Sanchez** of the Steelworkers moved up to fill Jimenez's slot and was replaced by **Maria Coleman** of the Food and Commercial Workers. The resulting vacancy on the National Executive Board will be filled later.

Service Employees President **John J. Sweeney** has been re-elected to a two-year term on the United Way of America's volunteer board. Joining him as a new member of the board is AFL-CIO Community Services Director **Joe Velasquez,** who starts a three-year term.

Longshoremen's President **John Bowers** has been elected vice chairman of the dockers section of the International Transport Workers Federation, an international trade secretariat which represents 101 unions in more than 80 countries. Bowers has been a vice president of ITF since 1987, and also serves as a vice president and executive board member of the New York State AFL-CIO and a vice president of the AFL-CIO Maritime Trades Department.

Solidarnosc, the Polish union federation, has established a memorial scholarship for graduate studies in memory of **Tom Kahn,** the late director of the AFL-CIO's International Affairs Department who spent many years working in support of Solidarnosc. The scholarship, announced by Solidarnosc Chairman **Marian Krzaklewski,** will fund a student at a Gdansk university who plans to use his or her skills to work for the federation.

Harsh prison conditions are taking their toll on Malawian opposition leader **Chakufwa Chihana,** according to a delegation of the International Confederation of Free Trade Union's African Regional Organization and the Southern Africa Trade Union Co-ordinating Council, which saw Chihana in early May. They said Chihana, serving nine months' hard labor, sleeps on the cement floor of a small cell, using his hands as a pillow and a hole in the wall for light, and is suffering chest pains and coughing up blood. The group called for his immediate release and expressed concern over his condition to Malawi authorities.

AFL-CIO economist **John Zalusky** has been appointed by Secretary of Labor **Robert B. Reich** to serve on a committee reviewing minimum wage rates for all industries in American Samoa covered by the Fair Labor Standards Act.

Ruth Harkin, recently confirmed as head of the Overseas Private Investment Corp., has stated her interest in environmental and labor issues concerning projects seeking funding from her agency. She told a Senate committee during her confirmation process she would be "very, very sensitive" to labor issues and pledged to have a "strong labor member" on OPIC's board of directors.

The Workplace Health Fund's **Irving J. Selikoff** fund for cancer research has become an endowment with trusteeship held by the Ramazzini Institute for Occupational and Environmental Health Research. Selikoff was a founder of WHF's board and the Ramazzini Institute who pioneered research into occupational diseases.

The National Football League Players Association has entered into an agreement with the National Guard Bureau, Executive Transitions Inc. and the National Guard Association to develop programs for youth at risk. The NFLPA will participate as role models, mentors, speakers and advisers.

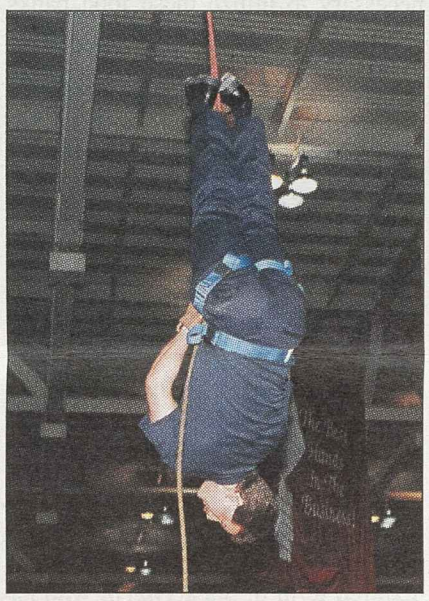
Industries show goods, union know-how in St. Louis





Photos by Raymond Crowell and Bill Burke/Page One Photography

An estimated 180,000 people filed through the Cervantes Convention Center in St. Louis, April 14-17, taking stock of more than 300 union exhibits. Visitors to the 1993 AFL-CIO Union-Industries Show left with samples of union-made products and a good impression of what it takes to make the best goods. Unions demonstrated the skills and crafts of the trades — from carpenters to computer technicians, bricklayers to bakers, fire fighters to glassblowers and more. The show, produced by the AFL-CIO Union Label and Service Trades Department, moves next year to Indianapolis.





VOLUME 38, NUMBER 12
MAY 31, 1993

AFL-CIO NEWS

INSIDE

1 ***Mexico buying NAFTA influence***

Mexico, in league with U.S. companies and former U.S. government officials, "has mounted the most expensive, elaborate campaign ever conducted in the U.S. by a foreign government."

4 ***Unions map strategy at legislative meets***

At separate legislative conferences, Service Employees, Communications Workers and Machinists combine strategy sessions and meetings with legislators on key issues.

5 ***Worker-management panel going to field***

At its first session, the Clinton administration's Commission on the Future of Worker-Management Relations laid the groundwork for field hearings on labor and job concerns.

6 ***Grocery workers win some, fight for others***

Food and Commercial Workers gained contracts with two eastern seaboard chains, but were forced to strike or were locked out in disputes in New York, New Jersey and Colorado.

9 ***Russian workers say "Union 'DA'"***

The AFL-CIO Free Trade Union Institute office in Moscow finds keen interest in free trade unions as workers struggle against entrenched communist-era official unions.

11 ***NALC delivers on food bank drive***

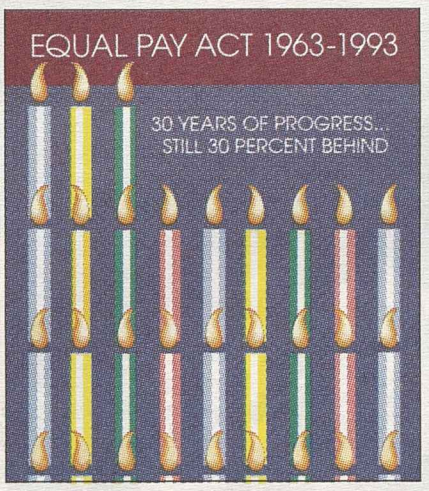
Letter Carriers, working with the U.S. Postal Service, local AFL-CIOs and community services representatives, collect 11 million pounds of food to help stock local food banks.

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

5/31/93



Equal pay fight goes on. **Page 5.**

AFL-CIO NEWS

VOLUME 38, NUMBER 13 JUNE 14, 1993

Strikers fight for justice over long haul



Lou Dematteis/IBT

Diamond Walnut strikers rally in San Francisco before setting out on a cross-country bus trip to dramatize the need to ban striker replacements.

By James B. Parks

Twenty-one Teamsters women ''permanently replaced'' by Diamond Walnut in California, traveled cross-country to deliver an urgent message to the House of Representatives: Pass the Workplace Fairness Bill.

As the House prepared this week to take up the bill, H.R. 5, the Diamond Walnut strikers neared their two-year anniversary on the picket line.

Like workers at the Frontier Hotel in Las Vegas, who also were forced out on strike in September 1991, the IBT members can attest that the practice of ''permanently replacing'' strikers both prolongs and intensifies labor disputes.

In fact, labor has argued, these strikes never would have happened if the employers had not plotted to manipulate the loophole in federal labor law to replace their unionized work forces.

That argument is supported by H.R. 5 sponsor Rep. William Clay (D-Mo.), who circulated copies of newspaper ads by three supermarket chains in St. Louis seeking applications from potential scabs ''in the event of a work stoppage by our store associates,'' members of the Food and Commercial Workers.

''The arguments advanced by opponents of the striker replacement bill ring hollow when management exhibits such a blatant disrespect for a worker's right to strike as illustrated in these advertisements,'' Clay told his colleagues.

H.R. 5, scheduled for a vote June 15, is expected to pass, even though the House has 100 new members since passing the bill 247-182 in 1991. The

Continued on Page 3

NLRB reaffirms worker rights on committees

By Rex Hardesty

The National Labor Relations Board ''has done the right thing for the second time in recent months,'' AFL-CIO President Lane Kirkland said of the ruling that Du Pont Co. violated the law in setting up employer-dominated workplace committees.

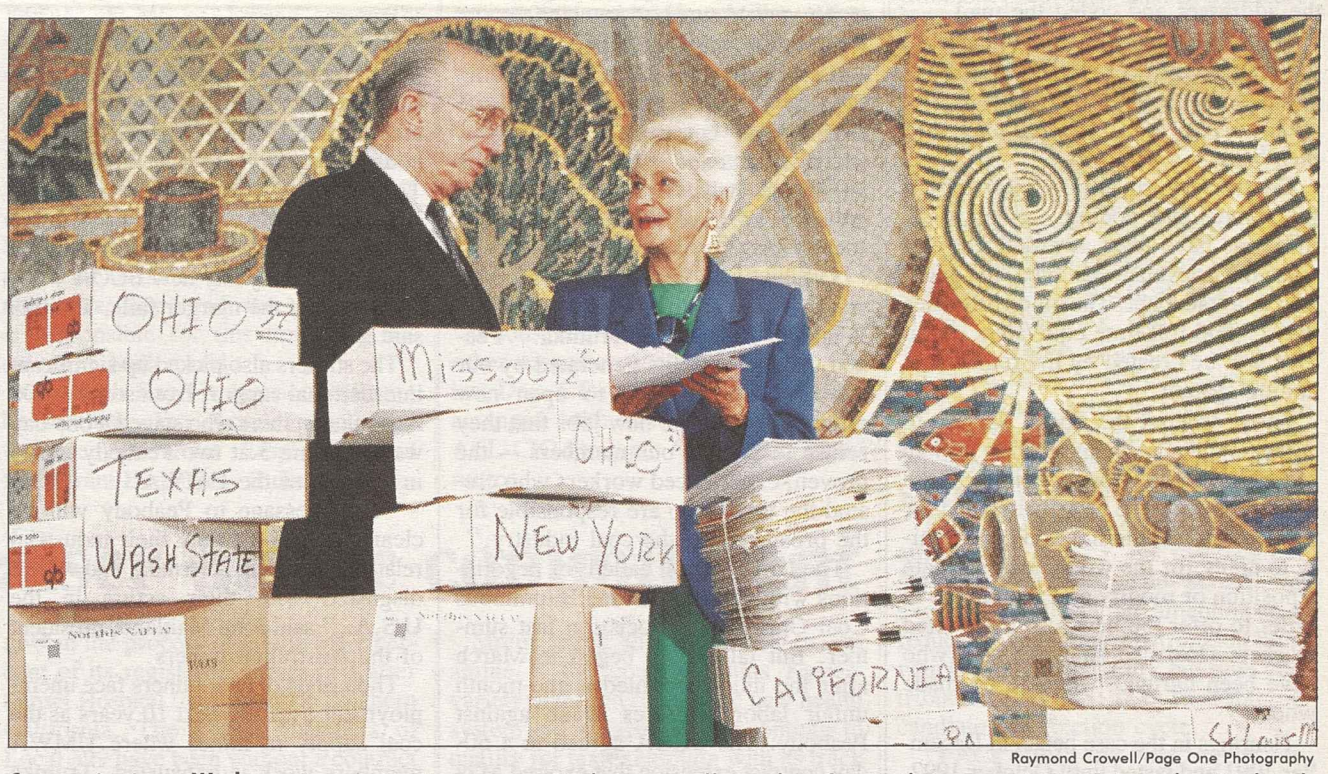
But in the May 28 Du Pont decision, as in a similar determination against Electromation of Indiana, ''the NLRB has not ruled on real workplace committees — where workers choose their own representatives, set their own agenda and have real input in the workplace,'' Kirkland noted.

''That kind of committee is not illegal and can in fact benefit employers, employees and the nation. No one in the labor movement and, as I see it, no one at the NLRB is standing in the way of real worker committees in either the union or the non-union workplace.''

In both decisions, the NLRB ruled the committees formed by Electromation and Du Pont violated the ban in the 1935 Wagner Act on employer-dominated employee associations. Such ''company unions'' were widely used prior to the Wagner Act to circumvent a real voice for employees through a union of their own choosing and design.

But the 1993 test comes because workplace committees, under a variety of names like worker involvement, employee participation and quality circles, have grown like mushrooms in the past decade, often prompted by valid attempts to bring the indispensable expertise of frontline workers to bear

Continued on Page 5



Raymond Crowell/Page One Photography

Communications Workers Secretary-Treasurer Barbara Easterling presents AFL-CIO Secretary-Treasurer Thomas R. Donahue with 35,000 petitions that CWA has collected so far in the campaign against the Bush administration's North American Free Trade Agreement. **(See story, Page 6; information on materials, Page 7).**

Union busters 'Sprint' down low road

By Candice Johnson

Workers are standing up to insidious employer union-avoidance campaigns that mock U.S. law on workers' rights to form unions and bargain collectively.

At U.S. Sprint, for example, workers have formed the Sprint Employees Network to address a variety of workplace issues, taking on a company that has used blatant union-busting tactics.

The effort, supported by the Communications Workers, is pressing for an end to such onerous working conditions as electronic eavesdropping and secret spying by supervisors, low wages, speed-ups and intimidation by management.

These issues would be the subject of bargaining if the employees had a union. But U.S. Sprint has made a top priority of keeping unions out.

Sprint managers have been advised they should block workers trying to form a union because ''the threat of union intervention in our business'' was one of the most serious challenges the company faces in the 1990s.

The company's ''Union-Free Management Guide'' is typical of the kinds of outrageous anti-union propaganda being spouted by those who seek to skirt the 58-year-old National Labor Relations Act, which spells out the rights of workers to form unions and bargain collectively ''through representatives of their own choosing.''

It is part of what AFL-CIO President Lane Kirkland calls ''the booming union-avoidance industry, consisting of lawyers and other hired guns who show employers how to bend and break the labor laws and get away with it.''

The U.S. Sprint anti-union guide em-

Continued on Page 12

APWU win may gain 17,000 jobs

As many as 17,000 full-time equivalent jobs could be created as a result of an arbitrator's ruling that the U.S. Postal Service must offer remote bar code mail-sorting jobs to Postal Workers instead of hiring private contractors.

APWU President Moe Biller said the decision by arbitrator Carlton J. Snow vindicates the union's long and uncompromising struggle to preserve for postal workers the benefits of technology.

"The APWU's acceptance of technological change was based on the USPS's promise that postal workers would share in the fruits of automation," Biller said. "The arbitrator prevented the Postal Service from rewriting history and evading its solemn promises."

Management's reaction to this award will be a test of its good faith, Biller said. "There must be no foot-dragging and stalling. I call on management to meet with the APWU immediately to work out details of compliance."

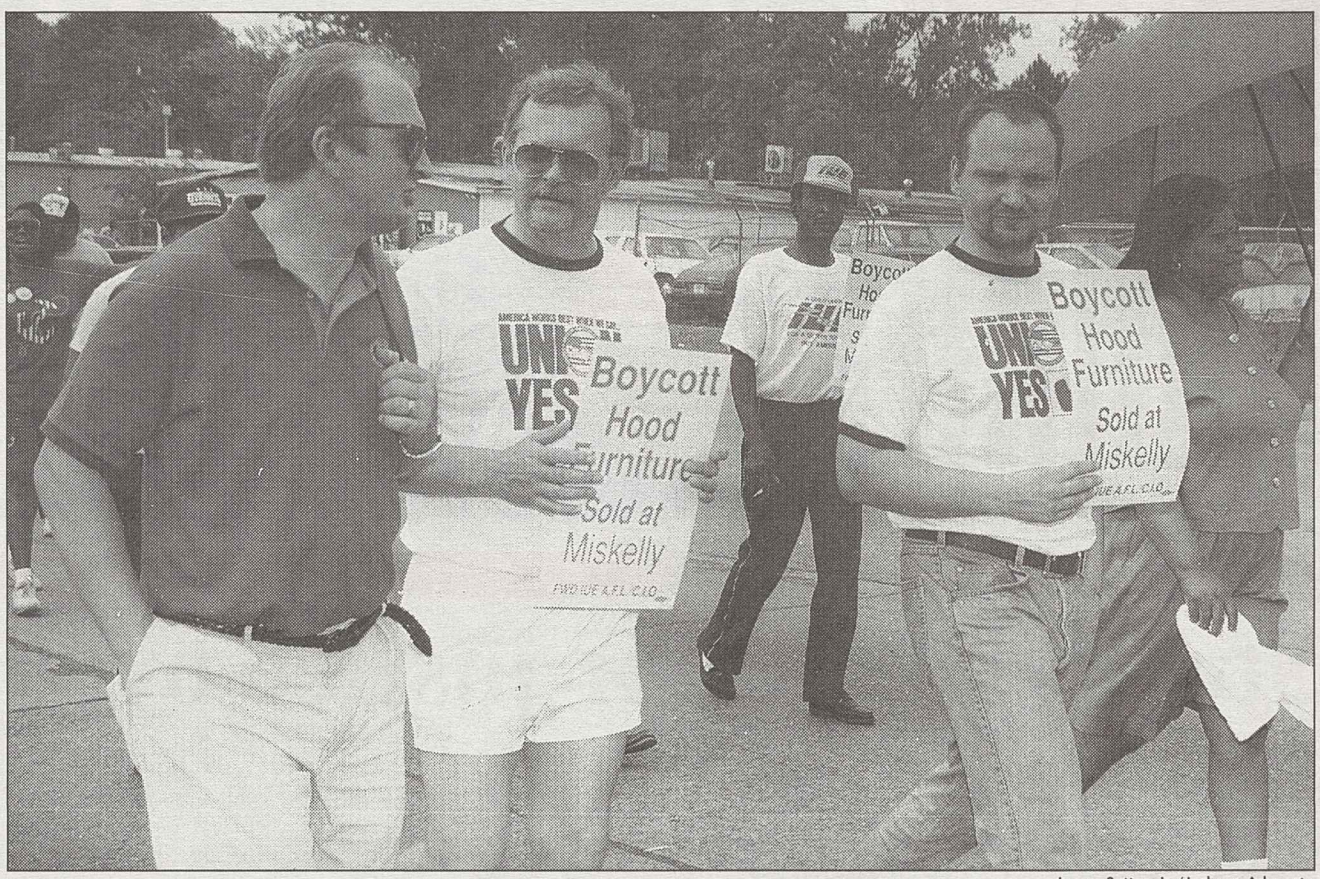
The May 20 ruling was prompted by a union grievance and applies to work created when mail cannot be sorted electronically. Last year the agency began using computerized video technology to transmit to private contractors addresses its machines could not decipher. Contract workers, who were paid less than APWU members, read the addresses and coded the mail.

Snow ruled that the USPS violated its national agreement with the APWU when it did not offer the remote bar code sorting jobs to bargaining unit members.

Contracts worth almost $500 million for remote bar coding sorting in 25 locations have been awarded illegally since the grievance was filed, the union said in a statement. The union estimates that 17,000 full-time equivalent postal jobs will be created by the remote bar coding system.

Snow ordered the Postal Service to determine the tasks involved in remote video encoding work, identify those employees capable of being trained for the job who should have an opportunity to apply for the work, and to create a position or modify an existing one in order to offer the new jobs to affected workers. He also said workers who have been harmed "need to be made whole."

Hearings in the case began in December 1991 and lasted until October 1992.



James Sutton Jr./Jackson Advocate

Officials from Solidarnosc, the Polish trade union, march in solidarity with workers from Hood Furniture Manufacturing in Jackson, Miss., where 400 workers have been fighting for a contract for four years. The Poles visited the United States as guests of the AFL-CIO's Free Trade Union Institute. Shown, from left, are translator Zbigniew P. Ostrega with Solidarnosc presidium members Karol Luzniak and Jerzy Ostrouch. Not shown is Ewa Tomaszewska.

UMWA strike grows, gains support

By James B. Parks

The Mine Workers' selective strike against the nation's coal operators continued to roll across the coalfields, gaining support around the world. More workers walked out and others returned to work as one company dropped out of the struck owners' association.

The union expanded the strike June 2 to mines owned by Peabody Holding Co. and Consol Energy Inc., the two largest coal companies, in Illinois, Ohio, Indiana and West Virginia. The 3,000 new strikers joined 6,200 other miners who have walked out in five states since May 10.

"Peabody is a leader in denying mine workers job security," said UMWA President Richard L. Trumka. "Peabody is using profits generated by our increased productivity to open new mines and to create new jobs that they refuse to give to our members — the proven, experienced workers who created the jobs, who are responsible for the prosperity of the coal industry."

The UMWA first called for negotiations with members of the Bituminous Coal Operators Association last summer. But talks only began in March after the union mounted a one-month unfair labor practices strike against Peabody. The BCOA agreed to a 60-day contract extension that expired May 3. The contract covers 60,000 workers across the country.

One group of about 400 strikers went back to work June 7 at Amax's Wabash mine in Illinois after the company announced its withdrawal from the BCOA. Amax, the third largest coal company, agreed to let its 1,700 UMWA employees be governed by the union's future contract with Cypress Minerals Co. Cypress, which bargains independently with the union, announced plans to merge with Amax. The current Cypress contract expires July 1.

Amax also will sign an interim agreement to abide by any new BCOA wage agreement if the merger fails, Trumka said.

The strikers also picked up significant international support from some 1,000 Australian miners who staged a one-day walkout June 3 at two Peabody mines in support of the UMWA.

"The message to Peabody will be clear — we don't want their industrial relations tactics in Australia, and we are disgusted with their action in the U.S.A.," said John Maitland, president of the Australian miners.

Thousands of coal miners face unemployment over the next 10 years as the coal supply in mines where UMWA members work is exhausted, Trumka said. That supply is being exhausted even more quickly because of the increased productivity on the part of union members.

While Mine Workers increased their productivity from 1.4 tons per hour worked in 1979 to nearly 4 tons per hour, employment has dropped from 138,000 to about 50,000 active miners. The labor cost per ton for BCOA members has dropped from $10.93 an hour to $6.69 an hour.

The union is seeking a commitment from owners to hire UMWA miners at new mines set to open in the coming years and an end to double breasting. The creation of these non-union subsidiaries for the purpose of undercutting union contracts is an unfair labor practice, Trumka said. The union also is charging the BCOA companies refused to provide the UMWA with information it needed to engage in contract negotiations.

"Our goal is a contract that will help the industry become stronger, smarter, more competitive and better able to succeed in a new and changing economy. Unless the coal operators come to their senses and agree to keep their word to provide UMWA members the jobs we are earning every day, we will continue to strategically and selectively expand the strike," Trumka said.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 13 MONDAY, JUNE 14, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia

Striking women fight for justice

Continued from Page 1

bill has 194 co-sponsors, including 191 Democrats, two Republicans and one independent.

A major battle is expected in the Senate, where a Republican filibuster killed the measure last year. The Senate version, S. 55, is ready to go to the floor, but no date has been set.

The 21 female workers at Diamond Walnut relayed the pain and tragedy of being "permanently replaced" along the nation's highways on a 13-city "Journey for Justice" bus tour.

Along the route from Stockton, Calif., to Washington, they collected hundreds of thousands of signatures on petitions calling for passage of H.R. 5 and S. 55 in cities as diverse as San Francisco; Winnemucca, Nev.; Salt Lake City; Cheyenne, Wyo.; Denver; Salina, Kan.; St. Louis; Madison, Wis.; Minneapolis; Chicago; Battle Creek, Mich.; and White Plains, N.Y.

The women, from a work force represented by the Teamsters for more than 35 years, were among more than 500 workers who walked out in September 1991, after the company demanded significant wage and benefit concessions. In 1986, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy and union negotiators were seeking to catch up.

The company hired predominantly white males to "permanently replace" the striking workers, who are 70 percent female and 80 percent Hispanic, African-American, Indian or Pakistani. Some 40 percent are single mothers.

For Charlotte Loveday, a 25-year Diamond Walnut employee, the outpouring of public support she found on the bus trip strengthened her resolve to continue the fight for dignity.

"I gave them my all and I do mean all. You can count on one hand the times I was out even for being sick," she said. "They are just greedy. But we are going back. I'm sure of that."

What has happened to the women at Diamond Walnut is happening to workers across the country, IBT President Ron Carey said during a reception for the workers at union headquarters, pointing up the need for striker replacement legislation.

"These women have shown what it takes" to win justice in the workplace, he said. "We are not going to quit whether it's one worker or 500 workers. We will stand firm" until justice is gained at Diamond Walnut, Carey added.

> *"I gave them my all and I do mean all. You can count on one hand the times I was out even for being sick. They are just greedy. But we are going back. I'm sure of that."*
>
> **— Charlotte Loveday**
> **Diamond Walnut striker**

Several members of Congress from both sides of the aisle came to show solidarity with the strikers, including Reps. Nydia Velazquez (D-N.Y.), Pat Danner (D-Mo.), Marcy Kaptur (D-Ohio), Helen Delich Bentley (R-Md.) and Bernice Johnson (D-Tex.).

The Frontier Hotel strikers gained political support from Nevada Gov. Robert Miller, who appointed a fact finder to begin meeting with both sides in the dispute June 7. The fact finder, San Francisco attorney Sam Kagel, will assess the facts in the strike, what issues are outstanding "and who, if anybody, is responsible for this not being resolved," Miller said.

Although Kagel's decisions will not be binding, Jim Arnold, secretary-treasurer of Hotel Employees and Restaurant Employees Culinary Workers Local 226, said the union has been willing since the strike began to submit the outstanding issues to binding arbitration, but management has refused.

"We believe the appointment of a fact finder is the first step towards the settlement of the strike," Arnold said. "We have offered to accept the final recommendation and had hoped that the Frontier would do the same."

More than 550 members of HERE, IBT, Operating Engineers and Carpenters were dumped by Frontier management in September 1991.

Other Las Vegas employers have shown a growing impatience with the intransigence of the Frontier's owners, the Elardi family, and unionists nationwide have rallied support through the AFL-CIO Strategic Approaches Committee.

AFL-CIO President Lane Kirkland met with the Frontier strikers June 8 at their union hall and told them organized labor stood in solidarity with them until the end.

"You are not alone," Kirkland assured the strikers in the classic solidarity theme. "The AFL-CIO and all its affiliates will be with you with what it takes for as long as it takes to get the message through to the Elardi family," he pledged.

Kirkland also praised the fact-finding process initiated by Gov. Miller. "Fact finding can very often become extremely useful in helping the parties work toward a settlement." he said.

The strikers have drawn tremendous support from other unions, including three whose conventions were in Las Vegas during the week of June 6 — the Clothing and Textile Workers, the Grain Millers and the Flint Glass Workers.

Thousands of trade unionists and other supporters journeyed to the strip last Dec. 5 for Desert Solidarity Day, arranged with the assistance of the AFL-CIO Strategic Approaches Committee.

SEIU faults Kaiser public commitment

By Sharolyn A. Rosier

As Service Employees Local 399 struggles to win a contract from Kaiser Permanente in Southern California, two SEIU officials told the House Energy and Commerce subcommittee on oversight and investigation that the health maintenance organization is putting profits ahead of people.

James Zellers, president of Local 399, told the subcommittee that Kaiser premiums in Southern California have increased by 77 percent over the past five years, making the HMO one of the most expensive health care providers in the state, when once it had provided services at a low cost.

Instead of using premium increases to pay for better services, he said, Kaiser has cut back services, eliminating some 1,000 non-physician positions in 1992. Zellers charged Kaiser is conducting "quick-fix cost-cutting campaigns aimed at front-line health care workers."

The HMO has proposed some $12 million in benefit takeaways in the Local 399 contract, Zellers said, and is now in the process of laying off 7 percent of its registered nurses at Kaiser Sunset Hospital, its flagship in Southern California. The 12,000 members of Local 399 have been without a contract since March 31.

At the same time the HMO is trying to slash costs, Zellers said, Kaiser is escalating capital spending as it and other health care providers "engage in medical arms races and duplication of services. This is not a strategy for cost containment that retains high quality of care," he contended.

He also noted that Kaiser enjoys a tax-exempt status worth millions of dollars each year.

Mark Smith, a senior research analyst for the union, asked the subcommittee to examine the tax-exempt status of the non-profit HMO. "The total value of Kaiser's tax exemptions are as great as their charity is meager," he contended, charging that, in Southern California alone, Kaiser earned $290 million in profit while its tax exemptions accounted for at least $138 million in savings.

Smith asked the committee to examine if the country wants Kaiser-variety managed care as the new health system and if Kaiser should continue to qualify for tax-exemption with its track record of failing to serve members, the community and its employees.

The hearing was called to review the financial practices of providers throughout the health care delivery system. Committee Chairman John D. Dingell (D-Mich.) said that, as the debate on health care reform takes shape, it is important to understand "what is right with our existing system and what is wrong."

While noting that Kaiser's reputation is the "best that managed care has to offer," Dingell said the subcommittee wanted to examine Kaiser's organizational structure, financial practices and quality assurance programs.

Kaiser's Southern California plan costs more for family coverage than 18 of 23 non-Kaiser plans offered to state workers and retirees. This in turn has also led to recent Kaiser membership declines in Southern California.

Capitol Digest

Senate committees plan to complete action by June 18 on President Clinton's budget reconciliation package — a five-year, $500 billion deficit reduction plan. The bill is expected to go to the floor before the July 4 recess.

The AFL-CIO supports the version of the bill passed by the House because it uses increased revenue from income taxes on the wealthy and corporations as a main weapon to reduce the budget deficit.

"The tax increases are fairly distributed to those who can most easily pay them," AFL-CIO Legislative Director Robert M. McGlotten said.

But the legislation faces a rough road in the Senate, where there have been calls for deeper spending cuts and fewer tax increases. Some conservative Democratic senators said they would not support the bill with the BTU tax included as part of the House-passed bill and are working on an alternative.

Among the expected spending cuts, which the AFL-CIO opposes, are entitlement programs, such as Medicare, Social Security and food stamps. Cuts in those programs to appease oil state senators, the AFL-CIO has warned, is a clear example of Robin Hood in reverse: stripping the elderly and the hungry to benefit oil barons.

Elsewhere on Capitol Hill:

CAMPAIGN FINANCE — The Senate vote banning financial campaign contributions by political action committees effectively shut out union members whose $5 and $10 donations advanced labor's political agenda. At the same time, senators kept the campaign doors open for the rich contributors who can afford to donate $25,000 a year to candidates.

The 85-12 vote on May 25 was on an amendment to S. 3, the campaign finance reform bill. The Senate was expected to reject an amendment to reduce the individual contribution limit, which would affect only big time contributors, from $1,000 to $500 per candiate per election cycle.

"PACs afford the only opportunity for working people to match the political influence of corporate officials and the wealthy," said McGlotten.

"The only way to cure the corrupting influence of big money is for Congress to legislate sharp cuts in the contribution limits and establish a system of partial public financing," he said. "That is the only change in the law worthy of being called campaign finance reform."

JOB PROTECTION — Workers who lose their jobs when their employers move plants to foreign countries to take advantage of low wages or unhealthy working conditions would receive mandatory severance pay and other benefits under legislation introduced by Rep. William D. Ford (D-Mich.). Ford, who chairs the Education and Labor Committee, also introduced a bill to extend the plant closing notification period from the current 60 days to 180 days.



Bill Burke/Page One Photography

Sheet Metal Workers President Edward J. Carlough, center, criticizes BMW's decision to locate a non-union plant in Spartanburg, S.C. He spoke at a protest rally at the German Embassy in Washington. Unions protested the automaker's treatment of the United States "as a Third World country" and distributed handbills, which will be handed out at BMW dealerships, drawing customer attention to the company's labor practices.

HDTV plan is concern for unions

U.S. jobs at issue in joint venture

By Muriel H. Cooper

The Electrical Workers and Electronic Workers have expressed grave reservations about the decision by three major competitors to pool resources in developing a U.S. standard for high-definition television (HDTV).

The two unions had entered into an agreement with one of the groups — the only one committed to manufacture HDTV picture tubes and other components in the United States — and now are not confident about future U.S. job opportunities with the new consortium.

The unions had received support from Labor Secretary Robert B. Reich, who appealed to the Federal Communications Commission to consider the impact on U.S. jobs in selecting a standard for the cutting-edge technology. But the FCC apparently only weighed the technical aspect of the standard, telling the consortia there was little difference in their presentations and calling for additional information from the firms.

The decision by the competitors to join forces left IBEW President John J. Barry with the "deep concern" that the development of the standard is headed in a direction that "will have a negative impact on our national economy, consumers and American workers."

"The technology should be of the highest quality, accessible as quickly as possible to the greatest number of consumers and carried out by highly skilled workers on these shores," Barry said in a statement. "We believe that only under these conditions will this new industry foster the maximum economic growth and be of benefit to all Americans."

IBEW and IUE last year signed an agreement with a consortium that included Thomson Consumer Electronics Inc., North American Philips Corp., National Broadcasting Co. and the David Sarnoff Research Center.

Now, those companies have agreed to ally with other corporations that have moved manufacturing facilities off shore, including Zenith Electronics and AT&T.

"We're concerned because Zenith has packed up and opened Mexican plants," said IUE President William H. Bywater. "We want the work to stay in the United States."

The AFL-CIO Executive Council predicted last year that, once a standard is set, HDTV's movie-screen clarity and compact-disc quality audio would quickly develop a multibillion dollar industry.

"The trade union movement has long promoted jobs in high technology industries that provide a good standard of living and the advantage of union membership for American workers. It is clear that the development of HDTV could provide just such opportunities," the council said.

Speaking June 3 to the AFL-CIO Industrial Union Department's television manufacturing conference in Chicago, Bywater said Congress should offer incentives for HDTV development in the United States. He challenged the FCC to develop a licensing process in which companies would be penalized for manufacturing parts outside the United States.

U.S. prison labor poses problems

By James B. Parks

The AFL-CIO is continung its push for reform of the prison industries system to prevent inmates from working for less than minimum wage, a practice that both exploits prison labor and undercuts employment for law-abiding citizens.

The issue has been complicated by two federal court rulings that inmates who work for prison industries do not have the protections of the Fair Labor Standards Act.

While no legislation has been introduced to address the problem, changes could be made through new administration regulations or could be included in the expected omnibus crime bill.

"The AFL-CIO does not oppose the employment of convicts," said AFL-CIO economist John Zalusky. "We support the concept of rehabilitation through paid work. However, free labor should not be expected to give up their jobs directly or indirectly so convicts can work," he told a House Judiciary subcommittee in March.

"Each free worker without a job, because of convict labor, costs the United States economv conservatively $45,000 per year in lost production and increased public support costs," Zalusky said.

Workers who lose their jobs because of prison labor receive no extended unemployment benefits, relocation benefits or retraining benefits, Zalusky said. "When a convict takes a free worker's job, the free worker has to pay a very big price for society's failures, and it's not fair," he said.

The U.S. Court of Appeals for the 9th Circuit ruled May 4 in Hale vs. Arizona that the FLSA does not apply because there is no employer-employee relationship between the prison and prisoners. The U.S. District Court for Minnesota issued a similar ruling April 19 in McMaster vs. Minnesota.

> *"When a convict takes a free worker's job, the free worker has to pay a very big price for society's failures, and it's not fair."*
>
> **— John Zalusky**
> **AFL-CIO economist**

In the Minnesota case, Judge Harry MacLaughlin ruled that prisoners are not employees because they have not contracted with the government and they have not bargained for labor in exchange for pay.

In the 9th Circuit ruling, Judge Pamela Rymer, writing for the majority, said inmates are required by state law to perform hard labor and that labor belongs to the state. The aim of the FLSA — to ensure that workers be able to maintain a minimum standard of living — is not an issue for prisoners because they are clothed, fed and sheltered by the state, Rymer said.

In their dissent, Judges William Norris and Betty Fletcher said Rymer's ruling boils down to "as long as Arizona law forces prisoners to work, the prisoners do not have to be paid." There is no "logical connection between the fact that the prisoners are forced to work" and the question of whether the FLSA applies, they said.

Organized labor also opposes the proposed use of convicts to produce goods lost to overseas competition. "The AFL-CIO wants the United States to set the best example in the world on human rights standards. The use of convict labor as a pawn in international trade puts this standing in jeopardy," Zalusky said.

The issue of convict labor is a long-standing one for organized labor. The founding convention of the AFL in 1881 likened convict labor to be a form of slavery, Zalusky said. The 13th Amendment emancipated all slaves, but specifically exempted convicts who at that time were being used to perform the labor once done by slaves.

Over the next 50 years, an understanding evolved that the government would only use convict labor for its own needs. But today, under private-sector federally certified state programs, convicts have been used to help break the TWA strike, to take work while AT&T operators were being laid off and to simply create low-wage competition, he said.

Public employees underpaid, study concludes

By Sharolyn A. Rosier

Local government employees earn 4 to 5 percent less than their private-sector counterparts and are not responsible for state and local government financial woes, the Economic Policy Institute reports.

"The Truth About Public Employees: Underpaid or Overpaid?" shows that the concern over public-sector wages is misplaced.

Furthermore, state and local governments are not likely to realize any savings by privatizing government services, the authors conclude.

"Given the rough equality between private and public compensation, substantial savings could not be realized by simply using private employees with the characteristics of public employees," said the authors, Dale Belman and John Heywood of the University of Wisconsin-Milwaukee. "If there are savings, they would come from using fewer or less qualified personnel."

Other major findings include:

- States, on average, compensate their employees at a level comparable to similar private employees — within 1.5 percent.
- Although women are undercompensated relative to men in both sectors, women's wages are 5.5 percent higher in state government than women's wages in the private sector.
- The gap between public and private wages and salaries has changed little between 1973 and 1989.
- There is no evidence that public workers have substantially longer job tenure than comparable private-sector workers.

The study reveals that public-sector workers generally have more education and experience. More than 40 percent of state and local employees have a college degree, while fewer than 21 percent of private-sector employees are college graduates.

The authors also show that the public sector employs many prime age and older workers with substantial work experience.

In contrast, the private sector employs more young workers, individuals who are just beginning to work and may not yet have been able to find a career-track position.

Professional employees comprise only 10 percent of the private labor force but they comprise 30 percent of the state and 40 percent of the local labor force.

Pay equity 30% behind at age 30

By Sharolyn A. Rosier

The promise of the Equal Pay Act signed by President John F. Kennedy 30 years ago remains unfulfilled, with women's earnings still 30 percent behind those of men.

That wage gap — and problems women face in achieving pay equity — were the focus of a conference sponsored by the National Committee on Pay Equity to mark the 30th anniversary of the law.

''Such economic discrimination adversely affects the welfare of families as well as our country,'' said Susan Bianchi-Sand, executive director of the committee. ''This issue ranks as high on women's agenda as sexual harassment, reproductive choice and family and medical leave.''

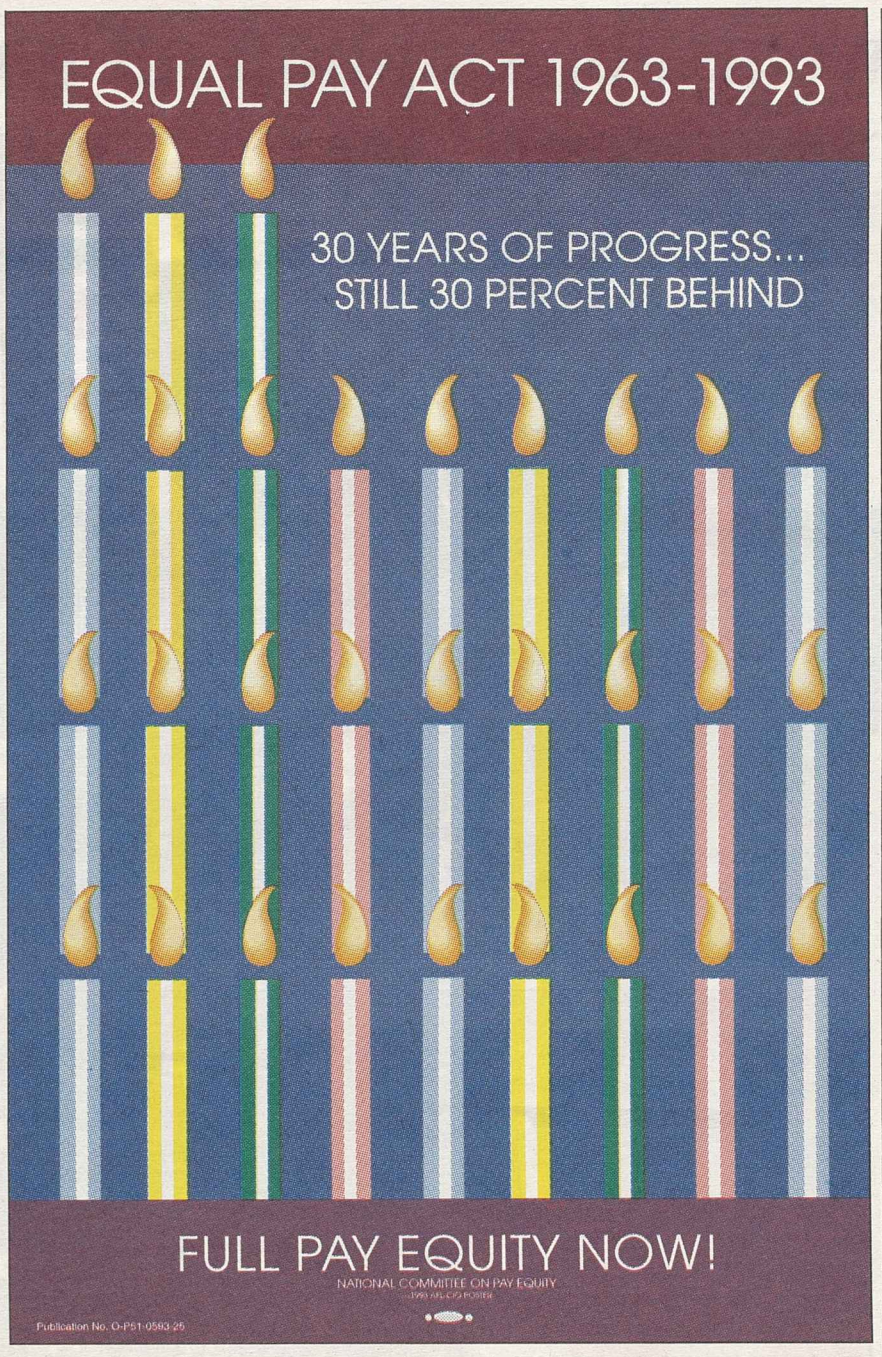
Despite growing numbers — women now make up more than 45 percent of the total labor force and are expected to be the majority of workers by the end of the decade — women have made slow gains in economic status, while pervasive economic and social discrimination continues.

Talking with reporters by satellite hook-up prior to the conference, Esther Peterson, an assistant labor secretary in the Kennedy administration, noted that the Equal Employment Opportunity Commission had done little to enforce the equal pay law over the past 12 years.

The agency filed suits in 79 cases in 1980, when D.C. Delegate Eleanor Holmes Norton was chair, then filed in just six cases in 1991 and two in 1992, she noted.

Effective enforcement is key, Peterson said, ''because we are losing millions in purchasing power because women are underpaid.'' A critical element of the equal pay legislation — pushed by the AFL-CIO — bars employers from ''equalizing'' wages by lowering men's rates rather than raising women's wages.

At the conference, Norton noted that ''women and people of color make up more than half of our nation's work force,'' but because ''they are not afforded an equal share of the pie, the economy will continue to suffer.''



Joyce Miller, executive director of the Labor Department's Glass Ceiling Commission, pointed to the difficulties that women and people of color face in breaking through the barrier of occupational segregation.

The conference also featured a celebrity speak-out featuring Susan Ruttan, ''Roxanne'' of L.A. Law, and Nancy Hogshead, an Olympic triple gold medalist and president of the Women's Sports Foundation. Ruttan and Hogshead declared pay equity for women is not endemic to any particular industry but a problem for women in all occupations.

The daylong conference kicked off a national effort to legislate an end to wage discrimination. ''Because the law doesn't require full disclosure of wages, unless workers have a union, millions of women are underpaid and it will take Congress to correct this injustice,'' Bianchi-Sand said.

Despite some progress, women's work and skills continue to be undervalued and underpaid, the committee stressed, pointing to 1991 U.S. Census Bureau reports indicating that female college graduates earn $12,240 a year less than men and that college educated women earn just $864 a year more than white male high school graduates.

Wage discrimination against women of color also is severe, with African-American women earning just 62 percent of the wages of white males and Hispanic women earning 54 percent.

Unions ratify ALCOA, Reynolds contracts

By James B. Parks

The Steelworkers and Aluminum, Brick and Glass Workers have ratified a new three-year national contract with the Aluminum Co. of America (ALCOA) and Reynolds Metals Co. covering 17,000 employees in 17 states.

Negotiators worked into the early morning June 1, finally settling on a contract four hours after the current pact expired — a contract that was previously extended one year in hopes of reaching agreement. Members of both unions had authorized a strike if no agreement was reached.

The USWA ratified the agreements on June 3 and the ABGW on June 10. The new agreements run through May 31, 1996.

The main issue in this, as in many other negotiations, was health care — a fact that drives the AFL-CIO to pursue national health care reform.

The aluminum companies demanded changes in health care coverage that would shift major costs to the employees. The new agreement includes a managed care program that provides 100 percent coverage after a $10 office visit payment. The program takes effect next Jan. 1 and will be offered free of charge to future retirees.

''These agreements offer our members traditional union gains, going to the heart of their concern over wages, pensions and health care,'' said USWA Vice President George Becker, the union's chief negotiator.

''At the same time they take into account problems faced by the companies in the area of health care costs,'' Becker added. ''These agreements assure our members and retirees of continued quality care while reining in costs.''

John Murphy, chief negotiator for the ABGW, said he was ''very satisfied'' with the agreement and he hoped to ''maintain a good working relationship with the companies and have three years of job stability, job security and good benefits for the members.''

Under the agreements, workers will receive wage hikes of 25 cents per hour effective June 7 with an additional 25 cents in 1995. New pay-for-performance plans will be established based on achieving local plant goals and on overall corporate financial performance. Local plant goals will be set jointly by labor and management.

The agreements also continue the current cost-of-living allowances; increase pensions by $2 per month per year of service; guarantee minimum pension payments of $1,070 to $1,250 for employees age 55 or over with 30 years of service; and improve profit-sharing.

The unions won a breakthrough successor clause requiring any new buyer to offer employment to current union members if the plant is operated in the same business at the same location for one year.

The USWA and ABGW represent more than 11,000 workers at 11 ALCOA plants and more than 7,300 at 20 Reynolds plants.

'Legitimate committees still untested'

Continued from Page 1

on the ''redesign'' of the workplace.

Legitimate efforts in that area, Kirkland noted, have not been challenged. What has been brought before the NLRB are two cases in which the employer clearly chose the representatives, set the agenda and, in the case of Du Pont, retained veto power over their decisions.

Electromation formed committees only after the Teamsters started an organizing campaign at the company. Du Pont circumvented its own union, the unaffiliated Chemical Workers Association. The NLRB noted that a welding shop ventilation system the union sought to no avail was installed upon request from the new committees.

The NLRB now has only three members, all appointed by Republicans, but had four when the decision was signed on Clifford Oviatt's final day. The decision was a unanimous 3-0, by Oviatt and John Raudabaugh, with Dennis Devaney filing a concurring statement. Chairman James Stephens excused himself because he owns Du Pont stock.

''The NLRB decision says what we've always known, that workers don't have a real voice in the workplace unless it's their own voice, freely chosen by the workers themselves,'' Kirkland said. ''Some employers have agonized publicly since the two decisions, claiming the end of employee involvement in workplace issues.

''Nonsense. The board has outlawed only committees whose selection or structure is dictated by management.''

In his concurring opinion, Devaney said Du Pont conduct ''comes close to a textbook example of an employer's manipulation of employee committees to weaken and undermine the employees' freely chosen exclusive bargaining representative.''

At issue were seven Du Pont committees, one of which worked on employee physical fitness while the other six were on occupational safety and health. All were found to be company-dominated.

But the decision disagreed with the NLRB general counsel in ruling that a founding conference on workplace safety and health did not violate the law, primarily because the conference agenda ruled out some topics because they were mandated subjects of bargaining with the union.

The opinion used three criteria to judge whether the Du Pont committees form a ''labor organization'' for the purposes of the law. Oviatt and Raudabaugh said the Du Pont committees clearly met two of the tests: employees participate and the committees discuss conditions of work.

But they dwelt at length on the third condition: whether the committees ''exist, at least in part, for dealing with'' the employer on statutory subjects. They said the Du Pont committees did.

The opinion by Oviatt and Raudabaugh sought to distinguish some employer actions on workplace committees that would be acceptable under the National Labor Relations Act. The test, they said, would be for management to work with such committees without tacitly according them the status of bargaining agents and usurping the employees' exclusive right to designate their own representative.

In that vein, they said, management presence on a committee doesn't make it illegal, as long as it is governed by majority rule.

High-tech sweatshops siphon off good U.S. jobs

By John R. Oravec

Mexico's maquiladora plants, many highly automated and modern, do not fit the classic definition of sweatshops. But by international standards, they pay like sweatshops.

The going rate at factories along the Mexican side of the border is around $1 an hour, still above the country's 68-cent minimum wage.

Although the average Mexican factory worker was paid $2.35 an hour in 1992, according to data compiled by the Bureau of Labor Statistics, the ''official'' maquiladora hourly wage averaged $1.64.

However, congressional study groups touring Mexico's burgeoning manufacturing complexes have been told by maquila workers that $5 a day is the basic rate.

With Mexican wages amounting to a fraction of U.S. factory pay, a number of economic studies have warned that the North American Free Trade Agreement will open the floodgates to the exodus of good-paying jobs — devastating American workers and their communities.

The maquiladoras provide an excellent preview of what U.S. workers would be up against if NAFTA were enacted. More than 200 major U.S. corporations have set up production operations in Mexico during the past two decades at a cost of 500,000 American jobs, union and private economists have estimated. Their long-term projections show that at least 550,000 more U.S. jobs would be lost to Mexico under NAFTA.

Even at the high-tech manufacturing facilities in the maquiladoras, the take-home pay is well below official government standards. At a highly automated Sanyo television plant outside Tijuana, workers earn $60 for a 48-hour workweek for an average hourly wage of $1.25.

In the United States, BLS data show manufacturing industries in 1992 paid an average total compensation — wages and benefits — of $16.17. That may be far above compensation in Mexico, but it doesn't rate very well compared with other industrialized countries. Factory pay in several European countries ranges from $20 to more than $25 an hour, the BLS report said.

With the attraction of cheap labor costs, American companies are engaging maquiladora brokers and shelter plant operators to take advantage of Mexico's low wages and weak environmental enforcement.

Broker operations are companies created primarily to promote the relocation of U.S. plants to Mexico. Shelter operators provide the additional services of leasing a plant, hiring workers and managing day-to-day operations on behalf of the runaway U.S. firm.

Under the shelter operations, a U.S. company has no legal presence in Mexico and does not need to acquire any operating permits, nor conform to the country's labor and environmental regulations. Under Mexican labor law, workers can be required to work up to 10 hours a day and six days a week without being paid overtime rates.

A recent study by the Economic Policy Institute found that between 1986 and 1990, manufacturing jobs at Mexican affiliates of U.S. multinational corporations increased by almost 25 percent, while the gain in U.S. manufacturing jobs was less than 1 percent.

EPI notes the United States has been steadily losing jobs to Mexico in two key industries: in capital-intensive transportation equipment and in high-tech electronics. Three-quarters of the jobs created in Mexico by U.S. firms over the past several years have been in transportation equipment, mainly autos and parts.

Between 1986 and 1989, U.S. employment in electronics declined by 80,300, but increased at Mexican affiliates of U.S. firms by 33,400. During the same period, Mexican employment in transportation equipment increased by 20,700.

By 1990, U.S. employment in the two sectors dropped by 184,300 while U.S. affiliates in Mexico added 92,300 jobs, EPI found.

While Mexico's productivity is relatively low in some areas, it can be highly productive in sectors where foreign capital investment, particularly by U.S. firms, has brought in up-to-date technology and management.

Even in sectors where productivity is below par, Mexico's low wages provide a sharp competitive advantage through lower unit labor costs.

The shift of jobs to Mexico, EPI points out, ''can have a big influence on the wages and working conditions which American workers have to accept'' because of weakness in the U.S. labor market, as well as puny adjustment assistance and retraining programs.

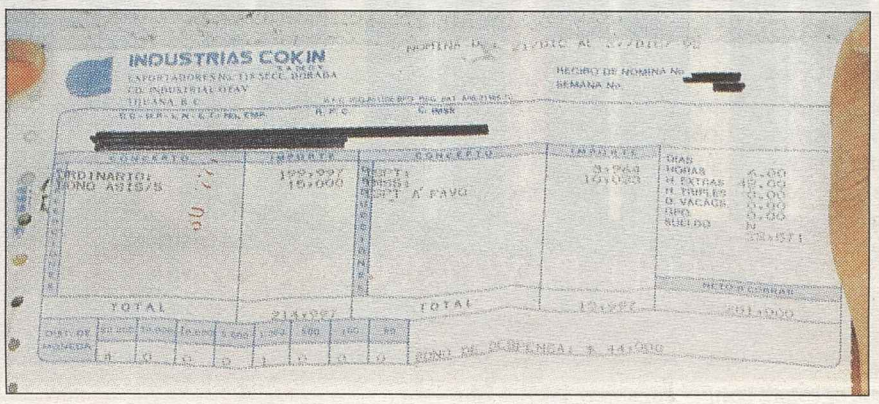
Noting that real wages have declined 7 percent for U.S. production workers between 1987 and 1990, EPI warns that further pay erosion will occur with the loss of more factory jobs to Mexico.

''The NAFTA agreement, as negotiated, will only create greater incentives for the kinds of employment shifts we already have witnessed,'' EPI said.

Few corporations publicize their intention to shift jobs to Mexico, viewing it as a public relations liability.

But even when hundreds of runaway companies do relocate across the border, no federal agency has yet documented what industries are affected and how many jobs have been lost, the Congressional Research Service reported.





Photos by John R. Oravec/AFL-CIO News

Assembly line workers at a state-of-the-art Sanyo plant in Tijuana, above, are paid $60 for a 48-hour workweek, or $1.25 an hour. That's a bit better than a worker at the Cokin Industries furniture plant, who displayed his pay stub at left. In 54 hours of work, the worker got 199,997 pesos — $62.50, or $1.19 an hour. After some bonuses, and deductions, his take-home pay for the six-day workweek amounted to 201,000 pesos, or $62.24.

Guatemalan unions hopeful with election of rights leader

By Muriel H. Cooper

Leaders of the free trade unions in Guatemala are hopeful the election of human rights advocate Ramiro de Leon Carpio as president means a new day of improved worker and civil rights.

The Guatemala Conference of Trade Union Unity (CUSG) had lobbied on behalf of De Leon, who had crusaded for human rights as the attorney general.

William Doherty, executive director of the AFL-CIO American Institute for Free Labor Development, said Juan Alfaro, the general secretary of CUSG and an independent congressman, is ''optimistic that the election will ensure restoration of democracy in Guatemala and full protection of human and trade union rights.''

Guatemala's international reputation for repressing workers' rights was underscored in late May, when former President Jorge Serrano suspended civil liberties, blacked out media coverage and stopped trade unions from striking, meeting or holding demonstrations.

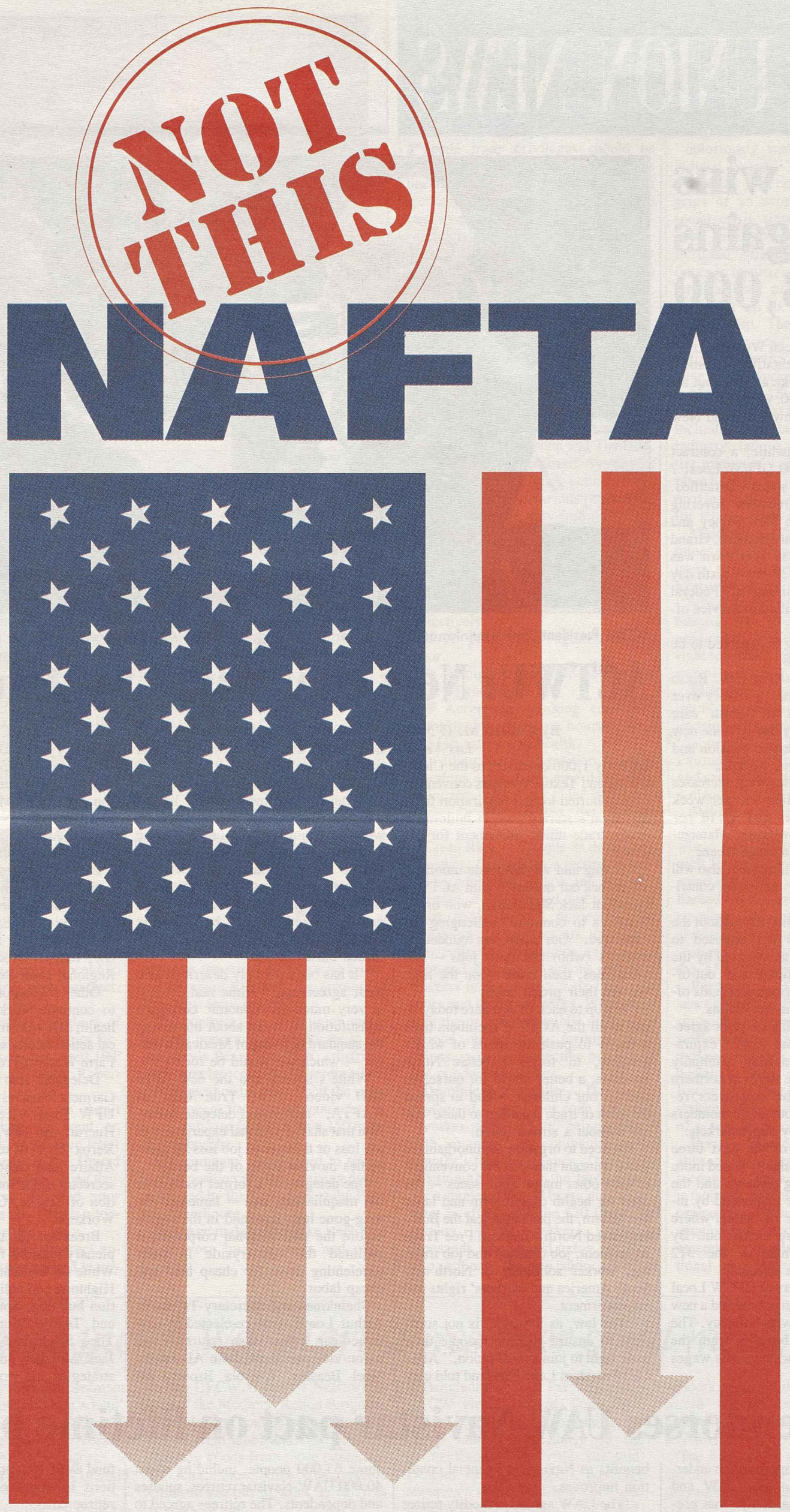
AFL-CIO President Lane Kirkland condemned the action, saying ''we support the right of the Guatemalan people to protest this coup by the exercise of their rights of association, assembly and expression and we hold the government responsible for their security and safety.''

The federation applauded the Clinton administration's suspension of government aid to Guatemala for Serrano's actions and called for other governments to follow suit. After several days of demonstrations against Serrano, the military ousted him and called for the congress to elect a new president.

Serrano has since fled to Panama, where he was granted asylum. De Leon has shored up his base by replacing the defense minister, who had backed Serrano's power play.

De Leon has been critical of working conditions in the Guatemalan maquiladora, including hazardous work, low wages and constant intimidation, said Stephen Coats, executive director of the U.S./Guatemala Labor Education Project, which works with several U.S. unions, including the Ladies' Garment Workers and Clothing and Textile Workers.

''(His election) clearly represents an advance for civil and human rights,'' Coats said.



Tell Congress: NOT THIS NAFTA

Posters, stickers and picket signs bearing this message in opposition to the Bush administration's North American Free Trade Agreement are available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St. N.W., Washington, D.C. 20006. Petitions opposing Bush's agreement are in the field — at regional offices and state federations — and additional copies are available from the AFL-CIO.

UFCW wins wage gains for 28,000

Food and Commercial Workers Local 1262 reached a tentative agreement ending a 22-day strike and lockout affecting some 28,000 workers at 312 grocery stores in New York and New Jersey.

In Denver, meanwhile, a contract covering some 6,000 UFCW Local 7 members at Safeway stores was ratified.

The tentative agreement covering workers in northern New Jersey and southern New York at ShopRite, Grand Union, Pathmark and Foodtown was hammered out May 29 in the sixth day of marathon bargaining at Federal Mediation and Conciliation Service offices in Iselin, N.Y.

Ratification voting is expected to be complete by June 18.

Local 1262 President Joe Rizzo termed the settlement "a victory over excessive increases in health care costs." The solidarity that won the new agreement also preserved pension and retiree health benefits, he said.

The contract includes wage increases over four years totaling $65 per week for full-time workers and $1.10 per hour for part-time workers. Management had proposed a wage freeze.

The new contract, if ratified, also will increase employer pension contributions.

The union maintained throughout the dispute that it was not opposed to managed care but was troubled by the increases in deductibles and out-of-pocket charges in various proposals offered by the supermarket chains.

After twice extending the prior agreement from its original April 7 expiration, Local 1262 on May 7 initially struck eight ShopRite stores in northern New Jersey and the employers responded by locking out union members at eight other nearby supermarkets.

Over the course of the next three weeks, the union gradually added more stores to those being picketed and the employers each time responded by increasing the number of outlets where union members were locked out. By mid-May, nearly half of the 312 covered stores were affected.

In Denver, members of UFCW Local 7 by more than 84 percent ratified a new three-year contract with Safeway. The contract maintains benefits from the previous contract and increases wages for all workers.



Gary Schoichet/ACTWU

ACTWU President Jack Sheinkman and convention delegates greet AFL-CIO President Lane Kirkland.

ACTWU: New challenges to status quo

By Colleen M. O'Neill
Las Vegas

Nearly 1,000 delegates to the Clothing and Textile Workers convention were exhorted to find inspiration from the union's storied past in building a strong trade union movement for the future.

"Strong and vibrant trade unionism can unlock our destiny," said ACTWU President Jack Sheinkman, who urged members to continue challenging the status quo. "Our union was founded by workers (who) put their jobs — and sometimes, their lives — on the line. We are their proud heirs.

"It's up to each of you here today — and to all the ACTWU members back home — to push the limits of what's possible, to forge a better North America, a better world for ourselves and for our children — and to spread the spirit of trade unionism to those who are without a strong union."

The need to organize the unorganized was a constant theme at the convention, as were other major labor issues — the need for health care reform and labor law reform, the push to defeat the Bush-negotiated North American Free Trade Agreement, job creation and job training, worker solidarity in North and South America and workers' rights and empowerment.

"The law, as it stands, is not sufficient to ensure working people their basic right to join a trade union," AFL-CIO President Lane Kirkland told conventioneers. "It has been perverted and has become a tool of those who would dominate and repress workers.

"The ultimate aim of the labor laws and their enforcement should be the principle that a worker's decision on whether or not to join a union is none of the employer's damn business," he said to hearty applause.

Canadian Labour Congress President Bob White blasted NAFTA, which was negotiated with Mexico by U.S. and Canadian leaders who have since been turned out of office.

"It has been publicly described as a trade agreement," White said, "but it is very much an economic corporate constitution. It is not about improving the standard of living of Mexican workers — which we would be for."

White's speech and the new AFL-CIO video, "The True Cost of NAFTA," touched off delegate discussion that shared personal experiences of job loss or threatened job loss by companies moving south of the border.

One delegate — a former resident of the maquiladora area — lamented the long-gone lush farmland in the region before the multinational corporations polluted the countryside in their unrelenting drive for cheap land and cheap labor.

Sheinkman and Secretary-Treasurer Arthur Loevy were re-elected to new three-year terms. Also returning are union vice presidents John Alleruzzo, Noel Beasley, Clayola Brown, Ed Clark, Anthony Constanza, Jean-Marc Couture, Olga Diaz, Bruce Dunton, John Fox, Nick Hambas, Arthur Hoover, John Hudson, James A. Johnson, Richard MacFayden, Andrew Mattey, Frank Nicholas Jr., Carmen Papale, Amanda Stevens, Joan Suarez and Jim Walraven.

Delegates approved several constitutional changes, including reducing the number of vice presidents and creating the position of Executive Vice President, which was filled by Bruce Raynor, former director of the Southern Regional Joint Board.

Other resolutions included a pledge to continue working toward national health care reform, a renewal of political action efforts and a tribute to the late Farm Workers President Cesar Chavez.

Delegates also heard from Ladies' Garment Workers President Jay Mazur, UFW First Vice President Dolores Huerta, the Rev. Jesse L. Jackson, Xerox Chief Executive Officer Paul Allaire and Jose Ramirez, general secretary of the Inter-American Federation of Textile, Garment and Leather Workers.

Breakfast discussions and evening plenary sessions featured Ramirez and White on international solidarity; Jim Hightower on political action and coalition building; South African Clothing and Textile Workers Union leaders Theo Steele and Edgar Blaauw; and Jack Metzger on industrial relations strategies and worker empowerment.

Court endorses UAW-Navistar pact on lifetime benefits

A federal court has approved an understanding between the UAW and Navistar International Corp. that preserves lifetime medical and life insurance benefits.

"While this understanding means some changes and sacrifices for UAW-Navistar members, it establishes their retiree health care and life insurance program as a lifetime benefit and preserves jobs," said UAW Secretary-Treasurer Bill Casstevens. "Moreover, it provides a mechanism for improving benefits as Navistar's financial condition improves."

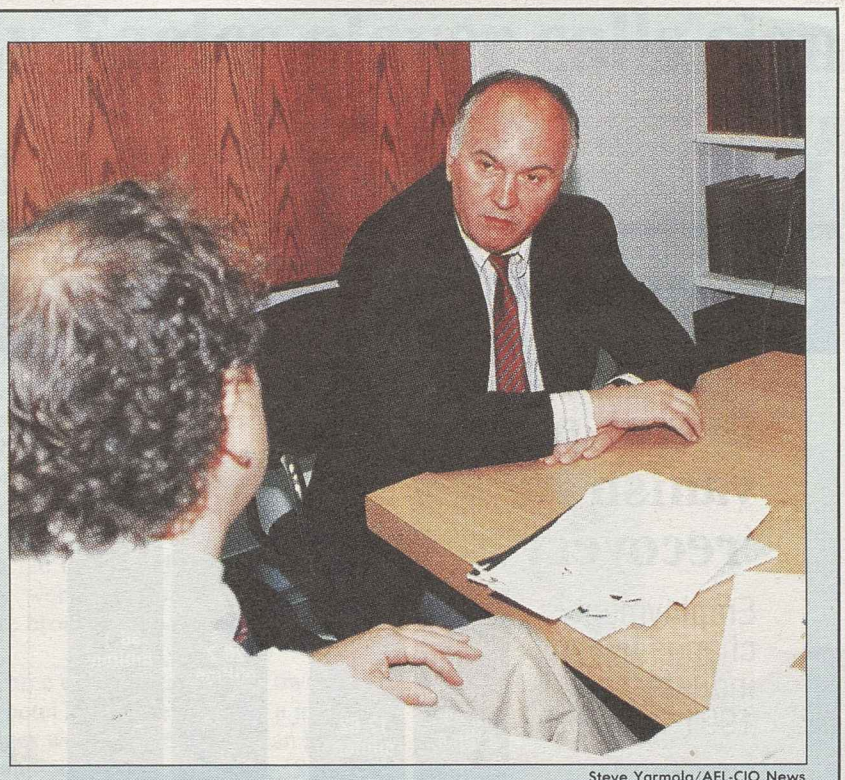
"The UAW agreed to modify retiree health and life insurance benefits only after our detailed analysis of Navistar's financial situation demonstrated that the only alternative would have been liquidation of the company and the loss of retirees' benefits as well as thousands of good-paying industrial jobs," said Casstevens, who heads the union's Navistar department.

The Dec. 17, 1992, agreement covers some 63,000 people, including about 40,000 UAW-Navistar retirees, spouses and dependents. The retirees agreed to pay an undisclosed portion of their medical costs through premiums, co-payments and deductibles. Some benefits such as dental care and vision care will be eliminated.

In return, Navistar will provide the retiree health and life insurance benefits on a lifetime basis. The company also will issue 255 million new shares of common stock that would go into a trust fund along with profit-sharing contributions to improve benefits or reduce retiree costs.

"If Navistar returns to a condition of profitability in the future, a significant portion of the loss of benefits imposed by the settlement will be eliminated," said Judge Walter H. Rice of the U.S. District Court for the Southern District of Ohio.

The agreement still is subject to review by representatives of the other retiree groups and regulatory agencies.



Steve Yarmola/AFL-CIO News

Serbian trade union leader Branislav Canak talks with a U.S. reporter during an interview at AFL-CIO headquarters.

U.S. urged to pressure Serbia

Serbian trade union leader and anti-war activist Branislav Canak urged the United States to step up its support for democratic institutions and to use its power to end the carnage in the former Yugoslavia.

Canak, who is president of the Nezavisnost confederation of independent trade unions in Serbia, visited the United States in June under the auspices of the Free Trade Union Institute. He met with AFL-CIO President Lane Kirkland at federation headquarters and several members of Congress.

As the world's only superpower, the United States must take the lead in ending the war, Canak said. A journalist who heads Serbia's version of the Newspaper Guild, Canak said the United States should stop believing reports from state-run media and instead identify and support Serbian groups that promote democracy.

Labor adds 9 nations to list of rights abusers

By John R. Oravec

Special trade privileges should be withdrawn for nine more countries because of their continued abuses of worker and human rights, the AFL-CIO said in a petition to U.S. Trade Representative Mickey Kantor.

Cited for violations of internationally recognized worker rights standards are Costa Rica, Dominican Republic, Haiti, Malaysia, Maldives, Morocco, Pakistan, Paraguay and Peru.

Since no government action has been taken on the federation's 1992 petition for GSP sanctions against eight other countries, the AFL-CIO renewed its call to terminate trade benefits for Bahrain, El Salvador, Fiji, Guatemala, Malawi, Oman, Panama and Thailand.

Under the Generalized System of Preferences, developing countries can export some 3,000 various products to the United States duty-free.

But U.S. trade law requires the GSP beneficiaries to conform to international labor standards:

- The right of association.
- The right to organize and bargain collectively.
- A prohibition against forced labor.
- A minimum age for the employment of children.
- Acceptable working conditions covering minimum pay, hours of work and job safety and health.

In filing the 1993 petition for GSP sanctions against the nine developing countries, AFL-CIO chief economist Rudy Oswald spelled out specific abuses of worker rights:

Costa Rica — Despite its democratic structure, Costa Rica's record is marred by violations in law and practice. Because of its outdated and restrictive labor code, only 5 percent of the private-sector workers are unionized. Few collective bargaining agreements exist and virtually no unions represent workers in the country's six free trade zones and industrial parks. Workers in both the private and public sector face serious obstacles in forming trade unions, pursuing collective bargaining and conducting strikes.

Dominican Republic — Despite the passage of a new labor code last year, ''worker rights are still being violated with impunity'' by companies in the country's free trade zones. There is no functioning union in the trade zones, nor a single collective bargaining agreement in effect with the 420 firms that employ 140,000 workers, including thousands who signed union membership petitions. The new labor code is not being enforced under the country's ''notoriously inefficient and corrupt judicial system.''

Haiti — The country has been in the grips of an economic, political and social crisis since the 1991 military coup overthrowing President Jean-Bertrand Aristide. The military continues to terrorize the people, and trade unionists are prime targets. Unions have lost up to 50 percent of their membership. The military repression and the business community's blatant anti-union tactics resulted in a ''complete loss of worker rights protections.''

Malaysia — Serious worker rights violations persist in a number of areas, including child labor in the plantation industry, failure to establish an effective minimum wage and rampant workplace hazards. Despite the country's improving economic conditions, respect for labor standards has deteriorated.

Maldives — The government continues to restrict basic rights in speech, press, religion, political reform, as well as conditions for women and workers. ''While unions are not expressly prohibited, the government recognizes neither the right to form them, nor the right to strike,'' the U.S. State Department reported.

Morocco — Trade unions are finding it increasingly difficult to function under government repression. In 1992, ''labor activism was dampened by the intimidating effect of the arrests, trials and sentencing of labor leaders Noubir Amaoui and Driss Lahnimi.''

Pakistan — The country has one of the worst worker rights records in the world and has defied calls to comply with International Labor Organization standards. The government ''is embarked on a course of progressive repression, and keeps vast numbers of children and almost two-thirds of its working population in virtual slavery,'' the AFL-CIO complaint said.

Paraguay — Two years after GSP sanctions were lifted, the worker rights situation has deteriorated. Some 3,000 workers have been fired for union activities and all strikes have been declared illegal by the Ministry of Justice and Labor. The government also reneged on its promise to back passage of a new labor code.

Peru — Workers are being harassed, abused and denied internationally recognized rights. The labor movement is facing destruction from a massive and premeditated attack. A proposed constitution being drafted by the constituent assembly ''annuls practically all traditional labor rights.''

AFL-CIO lifts boots boycott after IBT local gains pact

The AFL-CIO has lifted the boycott of Iron Age Protective Shoe Co. after members of Teamsters Local 636 in Pittsburgh ratified a new contract, ending a 20-month strike.

The boycott by union members of Iron Age's work boots was a major factor in gaining the contract, said IBT Local 636 Secretary-Treasurer Robert J. Ewanco.

''Many people thought we didn't stand a chance when we went on strike,'' Ewanco said in an open letter to all union members in the United States and Canada. ''The one thing they didn't count on was you and your members backing us up. This is a victory for all union people.''

As part of the 10-year contract approved May 1, Iron Age agreed to pay each striking member $17,900, the equivalent of one year's pay. Members who quit the strike will receive a prorated amount based on the amount of time they were on strike.

The contract also gives union members the opportunity to relocate to the company's Penn Yan, N.Y., distribution center by seniority. Other members will be recalled by seniority if the company reopens the current warehouse or any warehouse facility within 150 miles of Pittsburgh.

The company also agreed to take a neutral position in all organizing drives conducted by the Teamsters at the Penn Yan warehouse.

Iron Age makes items like steel-toed shoes worn by Teamsters and other workers.

Unionists picket Wal-Mart stores over child-made goods

By Candice Johnson

''No profits from children's pain'' was the message from hundreds of Food and Commercial Workers who leafleted Wal-Mart stores to focus attention on the tragedy of child labor.

Demonstrators spotlighted some 60 Wal-Mart stores because that company increased imports from Bangladesh by 113 percent in just the first two months of 1993, the union said. Bangladesh is among the most grievous offenders in the use of child labor.

The demonstrations were organized by the UFCW Women's Network as part of the Mothers' Action Program, which targets countries that allow the use of child labor and U.S. retailers that buy goods from those countries. In Asia, more than 261 million children are put to work as early as 6 years of age.

As the nation's largest retailer, Wal-Mart's overseas buying practices can have an impact on the entire industry, the union stressed. The leafleters displayed goods made in Bangladesh that are being sold by Wal-Mart.

''The use of child labor is pervasive in Bangladesh,'' said Pat Scarcelli, a UFCW vice president. Some 20.6 million children are exploited there for cheap labor, particularly in the garment and textile trade, she said. Despite extensive media coverage about such abuse, Wal-Mart increased imports from Bangladesh, she added.

''The only way to stop child labor is to stop buying products from countries that allow child labor,'' Scarcelli declared. ''There must be no profits from children's pain.''

A few days after the demonstration, Wal-Mart revised its policy on the use of child labor by international vendors, stating that the company would not accept products from overseas firms that use child labor in any way.

The new policy defines a child as anyone under age 15 or under the prevailing school age of a particular country.

Wal-Mart, which touts a ''Made in America'' campaign in advertisements, also had been the subject of a National Broadcasting Co. news report that demonstrated extensive child labor at a Bangladesh shirt factory where finished goods were sold to Wal-Mart.

ECONOMY

Unemployment dips to 6.9% as low-paying jobs flourish

By John R. Oravec

With a pick-up in service-sector and part-time jobs, the nation's unemployment rate eased to 6.9 percent in May — the first time it has been below 7 percent in 18 months.

The Bureau of Labor Statistics reported that payrolls expanded by 209,000, including an 181,000 increase in services and 67,000 in construction, but factory employment declined by 39,000. Manufacturing workers lost 114,000 jobs in the last three months and more than 670,000 jobs since the start of the recovery from the Bush recession in March 1991.

The BLS household survey showed the number of unemployed workers declined by 67,000 to 8.9 million.

AFL-CIO chief economist Rudy Oswald called the decrease in unemployment and increase in total jobs "positive signs." But he pointed out that three-quarters of employment increase was in part-time jobs.

"Workers need full-time and good-paying jobs, not part-time and low-wage substitutes," Oswald said. The BLS data underline the "need for jobs programs and trade policies that will create good-paying jobs in America."

Labor Secretary Robert B. Reich welcomed the dip in unemployment, but cautioned: "We must not put too much weight on a single month's numbers. We can't be satisfied when more than 16 million Americans remain unemployed or under-employed."

The reduction in the jobless rate carries a doubled-edged significance for the long-term unemployed who have been unable to find work for many months.

Under the federal Emergency Unemployment Compensation measure passed by Congress, benefits would be reduced to 10 or 15 weeks from the current 20 to 26 weeks if the national jobless rate is below 7 percent for two consecutive months. If the rate drops below 6.8 percent for two months, the EUC benefits will be limited to 7 or 13 weeks.

The AFL-CIO has issued an alert to all state labor federations to have their legislatures amend unemployment insurance provisions to qualify for 75 percent federal matching funds to qualify for the extended benefits program. Under federal law, the states are required to use the "optional" total unemployment rate (TUR) trigger, rather than the insured unemployed rate (IUR) system to qualify.

Thus far, only two states — Washington and Kansas — have adopted the enabling legislation, AFL-CIO economist Markley Roberts noted.

Besides the 8.9 million officially unemployed, 6.6 million workers were in part-time jobs but wanted full-time work, and 1.1 million discouraged workers dropped out of the labor force for a total 16.6 million affected by partial or total unemployment.

Oswald noted that the BLS jobs data for 1990 and 1991 were substantially revised to indicate that employment levels prior to the recession were 400,000 less than previously reported. The new BLS data puts the job loss in the nine-month 1990-91 recession at 1.3 million.

Now, some three years later, employment in non-agricultural industries has regained the pre-recession level, Oswald said.

"This is still three years without any job gains, the slowest growth in the whole post-war era," he said.

Since the start of the economic recuperation in March 1991, service-producing sectors increased payrolls by 1.9 million, but a large portion were part-time and temporary jobs.

However, over the past 26 months, 939,000 better-paying jobs were lost in goods-producing industries. Thus far in the "recovery," manufacturing employment has dropped by 674,000, while construction is down 156,000 and mining off by 109,000.

Although construction employment has been on the rise since January with the start of spring hiring, the jobless rate in the industry climbed last month to 15.4 percent with more building trades workers seeking jobs than were available.

In other key industries, May jobless rates were: manufacturing, 7.1 percent; mining, 10.9 percent; and services, 6.4 percent.

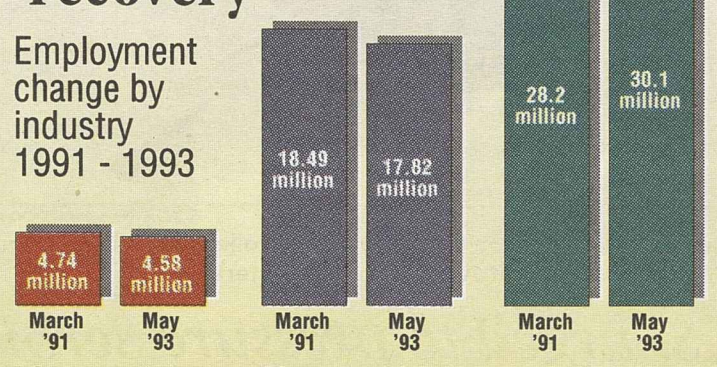
The average workweek for production workers increased by 24 minutes to 34.8 hours, the highest level since April 1989, BLS said. The factory workweek remained "extraordinarily high" at 41.5 hours, as did overtime work at 4.2 hours, the bureau said.

Among key demographic groups, there was little change in jobless rates: adult men, 6.4 percent; adult women, 5.9 percent; teenagers, 19.7 percent; whites, 6 percent; blacks, 12.9 percent; and Hispanics, 9.7 percent.

Significant statistics

Better-paying jobs vanish in 'recovery'

Employment change by industry 1991 - 1993



Source: Bureau of Labor Statistics

While a continuing rise in lower-paying services jobs helped push the jobless rate below 7 percent for the first time in 18 months, workers in manufacturing, construction and mining are still waiting for recovery from the Bush recession. Since the start of the economic recuperation in March 1991, service-producing sectors increased payrolls by 1.9 million while 939,000 better-paying jobs were lost in goods-producing industries. Thus far in the "recovery," manufacturing employment has dropped by 674,000; construction, 156,000; and mining, 109,000.

Unemployment rate	
May	6.9 percent
Jobless workers	8.9 million
Factory orders	
April	-0.3 percent
Construction spending	
April	-0.4 percent
Real GDP	
First quarter (annual rate)	+0.9 percent
Leading indicators	
April	+0.1 percent

AFL-CIO NEWSGRAFIC

Sluggish first-quarter performance clouds economic outlook

The outlook for stronger economic expansion in coming months was dampened by government reports pointing to bland performances in manufacturing and construction.

Even so, the economy will almost certainly pick up a bit during the second quarter after an anemic 0.9 percent annual growth rate in the first three months of the year. That rate should not be hard to top, a number of analysts concluded.

The Commerce Department earlier reported that the real gross domestic product grew at a 1.8 percent annual rate. But the downward revision of the GDP was brought on mainly by the nation's worsening foreign trade imbalance.

The U.S. merchandise trade deficit on a balance-of-payments basis broadened to $29 billion in the first quarter from $26 billion in the fourth quarter of 1992.

Treasury Secretary Lloyd Bentsen predicted the economy will improve in the second quarter and the upturn should continue throughout the remainder of the year.

But Bentsen, speaking in Paris during a meeting of the Organization for Economic Cooperation and Development, said the GDP growth will have to move to 3 percent or higher "before we begin to attack the unemployment problem."

Corporate after-tax profits rose 5.3 percent in the first quarter, following an 8.5 percent surge in the last three months of 1992.

In other economic reports:

- The government's index of leading economic indicators edged up 0.1 percent in April after plunging 1 percent in March, the Commerce Department said.

Six of the 11 indicators were in the plus column: average workweek, building permits, vendor performance, factory orders for consumer goods and materials, consumer expectations and fewer initial claims for jobless benefits.

The five indicators on the down side were: orders for plants and equipment, money supply, unfilled orders for durable goods, sensitive materials prices and stock prices.

The leading economic index is supposed to project conditions six to nine months in advance, but some analysts are skeptical about its forecasting capabilities.

- Factory orders declined 0.3 percent to $253.5 billion in April after dropping by 1.6 percent in March, the Commerce Department said.

Despite the back-to-back decreases, orders for manufactured goods in the first four months of 1993 were 8.2 percent above the year-ago pace.

April orders for durable goods were down 0.3 percent to $130.3 billion, following a 3.3 percent plunge in March. Orders for non-durable goods declined 0.4 to $123.2 billion, the first decrease since January.

Orders for electronic and electrical equipment rose 6.1 percent to $19.2 billion, while orders for instruments advanced 9.4 percent $10.8 billion.

Shipments by manufacturers dropped by 1.5 percent to $155.5 billion after rising 0.8 percent in March.

Unfilled orders decreased by 0.4 percent to $468.9 billion, an indication that factory hiring will not pick up since manufacturers are meeting demands with the current size of the workforce.

- Construction spending fell for the second month in succession, dropping 0.4 percent in April to an annual rate of $444.4 billion, the Commerce Department said.

Residential construction declined 1.4 percent to a rate of $202.2 billion, while non-residential construction spending rose 1.2 percent to $85.3 billion. Public construction rose 0.3 percent at an annual rate of $116.2 billion, including a 3.1 percent increase for highways and streets to a rate of $32.9 billion.

Despite the overall weakness during the month, some analysts predicted an upturn in residential construction with April's 6.3 percent jump in single-family housing starts and a 9.5 percent surge in multi-family units.

— John R. Oravec

Ex-Eagles player calls signals at union-busting hotel

Philadelphia

A former Philadelphia Eagles quarterback who was victimized by the use of scabs during the National Football League Players Association strike in 1987 is taking an anti-union stand now as a hotel owner, the Hotel Employees and Restaurant Employees charge.

Members of HERE Local 274 rallied outside the Philadelphia Court Hotel, now owned by a group in partnership with ex-quarterback Ron Jaworski, to protest the hotel's firing of all 78 members of the local without warning.

The hotel announced to workers on Feb. 26 that it had been sold and that they were to leave. Security guards were brought in to drive out the workers.

Three days later, the new owners of the hotel hired a new staff at a job fair. Wages were cut from $8.21 an hour to $6 an hour. The new owners, Stadium Partners Ltd., simply ignored the contract that the employees had with the hotel.



Ed Kirin/HERE Local 274

Union and community supporters rally members of HERE Local 274 who were summarily fired by the new team of owners of Philadelphia Court Hotel, which includes former Eagles quarterback Ron Jaworski.

Forced onto the street, Local 274 members launched an unfair labor practice strike against the new hotel management. Meeting with strike captains on June 2, AFL-CIO Secretary-Treasurer Thomas R. Donahue pledged the federation's all-out support in their battle for economic justice.

Jaworski told the Philadelphia Daily News that the hiring of cheap, non-union labor was simply "good business sense" and that the company was "not anti-union."

Bernard Katz, the attorney for Local 274, called Jaworski's comments "hogwash." He told the Daily News, "It certainly is anti-union to ignore the expertise of unionized employees in order to use cut-rate cheap labor."

Stadium Partners claims that the former hotel owners did the firing.

"It is the height of immorality to claim you only have responsibility for the real estate and not for the people who have put their lives into the business," Katz said.

"We want our jobs back," said Thurston Hyman, a business agent for Local 274. "The property has changed hands many times and it's the employees who have always kept it going."

"We are extremely upset with the cold-hearted firing of all the employees," said HERE Local 274 President Bob Baker. "As reasonable people we are prepared to meet the new operators to work with them as we have with past operators of this property. We will not, however, subject ourselves and the employees to the indignity of being ignored."

Katz is preparing a lawsuit against the company for not giving workers the 60 days' notice required under the Worker Adjustment and Retraining Notification (WARN) Act.

"Isn't it ironic that Ron Jaworski, who in 1987 solicited the support of other working men and women for the NFLPA strike, now has turned his back on working people," the local said.

Newsmakers

Thomas R. Donahue, AFL-CIO secretary-treasurer, has been tapped as one of 19 members of the President's Council on Sustainable Development. Donahue is the only representative of wage earners among the corporate and environmental leaders on a panel described by the President as a vehicle to "bring the United States into compliance with the 1992 Earth Summit's Agenda." Council members were scheduled to be sworn in at a June 14 White House ceremony.

Janice R. Lachance, Government Employees political and communications director, has been chosen by the Clinton administration to be public affairs director of the Office of Personnel Management, effective June 1. Prior to joining AFGE as public relations director in 1987, she spent six years on Capitol Hill as a communications aide. A native of Maine, Lachance graduated from Manhattanville College in New York and holds a law degree from Tulane. OPM is the federal personnel division with primary responsibility for administration of federal employment practices.

Joe Velasquez has left the AFL-CIO staff to become field coordinator for a new health care reform campaign group at the Democratic National Committee. In his new capacity, Velasquez will work for health care campaign support from all public constituencies — including labor if the AFL-CIO endorses the Clinton proposal after it's unveiled. Since April 1989, Velasquez has been AFL-CIO community services director, a post he assumed after four years as an assistant director in COPE.

Anne H. Lewis has been nominated as the Department of Labor's Assistant Secretary for Public Affairs. Lewis formerly worked for Sens. Harris Wofford (D-Pa.) and Carl Levin (D-Mich.) and also was deputy assistant secretary for public affairs at Health and Human Services.

The AFL-CIO Food and Allied Service Trade Department is celebrating the decision by the Occupational Safety and Health Administration to withdraw the nomination of **P.K. Norton** to the National Advisory Committee on Occupational Safety and Health. Norton is general counsel of Monfort Inc., which is the subject of federal hearings on safety and health conditions and has been cited for violating the Fair Labor Standards Act and not reimbursing workers for overtime.

AWARDS

Service Employees Local 790 Vice President **Claire Zvanski** received the Samuel Gompers National Labor Award for exemplary volunteer service given at the American Red Cross. During the 1989 San Francisco earthquake, Zvanski commandeered a city bus to transport her Red Cross first aid team across town to set up a shelter.

Food and Commercial Workers member **William R. Rittenhouse** has received the **Joseph A. Beirne** Community Services Award. Named for the late president of the Communications Workers, the award recognizes a labor leader who has rendered outstanding service as a United Way volunteer. Under Rittenhouse's leadership as executive secretary-treasurer for the Columbus-Franklin County (Ohio) AFL-CIO, contributions by local labor leaders have increased an average of 23 percent each year.

William J. Puette was named winner of the 1993 Lowell Mellett Award for outstanding media criticism for his book, "Through Jaundiced Eyes: How the Media View Organized Labor." Puette teaches at the Center for Labor Education and Research at the University of Hawaii at Manoa.

The Clothing and Textile Workers announced the winners of the 1992 **Sidney Hillman** awards, named for the first Clothing Workers president and given to journalists and writers who have investigated the growing economic disparities in the nation and the impact of the global economy on the American work force. The winners are: former Secretary of Labor **Ray Marshall** and **Marc Tucker** for "Thinking for a Living: Education and the Wealth of Nations"; **Jonathan Schlefer** for "What Price Economic Growth?" in Atlantic Monthly; **Nancy Stancill** of The Houston Chronicle for the series "Slaves to the Sale"; **John McChesney** of National Public Radio for a series on U.S. manufacturing; **Brian Ross** and **Rhonda Schwartz** of NBC's Dateline for a look at Wal-Mart's "Buy American" practices; and **Edwina Blackwell Clark** and **Mike Casey** from the Dayton Daily News for a series on housing.

UAW President **Owen Bieber** was honored for his work on behalf of American workers and his social activism on behalf of South African labor leaders at the Bethune-DuBois Fund Dinner June 9 in Washington. The fund provides programs that promote the best interests of the African-American community.

The Ford Foundation has bestowed a $137,000 grant to the State and Local Government Labor-Management Committee to conduct symposia on seeking excellence in government. "We're setting about to change the way government works, and this support from the Ford Foundation is a deeply gratifying endorsement of our approach," said **Al Bilik,** labor co-chair of the committee and president of the AFL-CIO Public Employee Department. Other member organizations are AFSCME, the AFT, Communications Workers, Fire Fighters, Teamsters, Professional and Technical Engineers, Operating Engineers, Police Associations, the Laborers and the Service Employees.

DEATH

Paul LeRoy "Roy" Siemiller, 89, former president of the Machinists, died of cancer June 2 at his home in Alexandria, Va.

Siemiller was "one of the most colorful, dynamic and successful trade union leaders in American labor history," said IAM President George J. Kourpias.

Siemiller was instrumental in negotiating a wage increase, improved benefits and a cost-of-living escalator for more than 35,000 striking airline workers in 231 cities in 1966.

"Under his stewardship, the IAM struck six of the nation's major airlines in the struggle for workers' rights and justice on the job," Kourpias said. "That spirit pushed IAM membership over the one million mark later in his administration."

Siemiller was elected IAM president in 1965 and served until 1969 and served on the AFL-CIO Executive Council from 1965 to 1970. Limited by the IAM constitution's age restriction to one term, Siemiller dubbed his tenure "an administration in a hurry."

Siemiller began his labor career as a machinist with Gulf Oil Corp. and the Missouri and Arkansas Railroad. He joined the IAM field staff and rose through the union ranks, becoming general vice president from 1949-1964.

He is survived by his wife, Thelma Mary Siemiller, from whom he was separated, of Monroe, La.; his companion of 35 years, Alexa Viedt of Alexandria; a son, Gerald L. Siemiller; and three grandchildren.

Workers battle Sprint, anti-union campaign

Continued from Page 1

phasizes the manager's role as "critical in maintaining our union-free status" and considers an organizing campaign a key personal test of managerial skill and competence.

The message is clear: managers who don't stop workers from seeking a union aren't doing their job and may not have that job for long.

Managers are expected to "support U.S. Sprint's union-free philosophies and programs," the manual states. CWA said these philosophies are repeatedly reinforced through captive audience meetings in which workers are warned that the company will not tolerate unionism.

To its employees, management's message is that "union representation cannot and will not work to your benefit in the long run, and in fact, would work to the disadvantage of many individuals, and therefore, to the company as a whole."

While U.S. Sprint proclaims itself a "union-free" company, the company has roots in unionized operations, CWA points out. Sprint was formed by a joint venture of United Telecommunications, a local telephone company with union representation, and GTE, where workers also were union members. United later bought out the firm, and changed its name to Sprint.

The recent vote by shareholders at Centel, a cellular operation, to merge with Sprint will add Centel's CWA-represented workers to the "Sprint family."

But "U.S. Sprint, created as the long-distance carrier by the United-GTE venture, has become the larger enterprise and its corporate anti-union culture has taken over," said Jeff Miller, CWA communications director.

U.S. Sprint workers haven't rolled over, however, beginning the employee network campaign in October 1991 and continuing to sign up workers throughout the system.

There have been plenty of complaints about U.S. Sprint management. In Dallas, for example, local management's decision to abolish NSC Quality Assurance, the group that secretly monitored customer associates, camouflaged a cost-saving move to monitor Dallas workers from Kansas City.

The jobs these representatives perform have expanded from service to include sales and bill collecting. But the "call time" — the maximum period the company expects operators to remain on the line — hasn't increased, producing the information age model of the assembly line speed-up, Dallas customer service representatives noted.

In Winona, Minn., a Sprint customer agent criticized the company's policy of citing workers who are even a few seconds late with an "occurrence," with six occurrences in one year likely to result in firing. Yet "we receive no compensation, not even a thanks for any time spent on a call when we are going off duty, to lunch or on relief."

A Jacksonville, Fla., customer agent cited the company's policy on dealing with obscene phone callers as further evidence of Sprint's disregard for its employees. Sprint is the only telecommunications firm that doesn't let operators disconnect an obscene or abusive caller, instead requiring its agents to "warn him twice and then thank him for using Sprint."

U.S. Sprint workers took their case to the company's annual shareholders meeting June 8 in Kansas City, where members of the Sprint Employees Network and CWA local union officers representing the local telephone companies told executives and shareholders of the low morale at Sprint, in large part because of secret monitoring and expected job loss.

The company has announced plans to install voice recognition technology and said there are "no guarantees" after this year that workers will have jobs, said a Jacksonville, Fla., customer agent.



The Sprint Employees Network publishes a newsletter detailing the anti-union employer's worker abuses, such as electronic monitoring and eavesdropping.

INSIDE

1 ***Strikers show need to ban strikebreakers***

On the eve of a House vote on the Workplace Fairness Bill, union members on strike for nearly two years after being "permanently replaced," urge an end to the injustice.

2 ***Miners expand coalfield strike***

The Mine Workers roll on with selective strikes to try to force a new contract with the nation's coal operators, with 9,200 workers in five states now manning picket lines.

9 ***Labor seeks sanctions on trade privileges***

The AFL-CIO calls on the U.S. trade representative to remove special trade privileges for nine more countries because of their continued abuses of worker and human rights.

1 ***NLRB upholds rule against sham unions***

The National Labor Relations Board has "done the right thing" in its ruling that company-dominated workplace committees at Du Pont Co. violate federal labor law.

4 ***Job loss feared in HDTV venture***

Two unions express concerns about keeping jobs in the United States under a joint proposal by the major competitors in the high definition television (HDTV) industry.

10 ***May jobs pick-up in part-time work***

The nation's jobless rate eased slightly last month to 6.9 percent, with a pick-up in service-sector and part-time jobs, but factory employment continued its downward slide.

VOLUME 38, NUMBER 13
JUNE 14, 1993

AFL-CIO NEWS

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

6/14/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 14 JUNE 28, 1993

A new international standard is approved to help protect against industrial accidents. See Page 9.

Labor takes case for fairness to key senators

By James B. Parks

The Workplace Fairness Act passed the House with flying colors and labor immediately challenged the Senate to do the right thing. Last year, a minority of senators bottled up the measure with a filibuster.

AFL-CIO President Lane Kirkland said the bill, which bans the practice of hiring ''permanent replacements'' for striking workers, ''would protect a basic right of workers. The Senate should follow suit and move the legislation on to the president,'' he said.

''The enactment of this bill, a leftover from the previous Congress, is a step toward restoring good faith and mutual respect in labor-management relations, which, in turn, are essential to America's future as an economic power,'' Kirkland added.

The success of the battle in the Senate ''rests on our ability to attract 60 votes to defeat a Republican filibuster,'' AFL-CIO Legislative Director Robert M. McGlotten wrote to labor groups around the country.

The Senate will be in recess from July 2-12, giving union members an opportunity to lobby their senators to support the bill, S. 55, and to back cloture to cut off a promised Republican filibuster, McGlotten said.

The AFL-CIO's activist network has been alerted throughout the country to contact key senators through letters, phone calls, post cards, telegrams or personally and urge them to support S. 55, McGlotten said.

In the last Congress, five Republicans — Ted Stevens of Alaska, Arlen Specter of Pennsylvania, Mark Hatfield of Oregon, Alphonse D'Amato of New York and Robert Packwood of Oregon — voted for cloture.

Five Democrats — Dale Bumpers and David Pryor of Arkansas, David Boren of Oklahoma, Ernest Hollings of South Carolina and Terry Sanford of North Carolina — voted against cloture. Sanford was defeated in the 1992 elections, as was Democrat Wyche Fowler of Georgia, who supported cloture.

Vice President Albert Gore, Jr. and

Continued on Page 12

NLRB twice orders Tyson to obey law

By Muriel H. Cooper

Members of the Teamsters and the Food and Commercial Workers scored a double victory over chicken processor Tyson Foods Inc., which was ordered to bargain with the unions in separate rulings by the National Labor Relations Board.

The board found that Tyson, as the successor to Holly Farms Corp., interfered extensively with an IBT representation election among some 200 long-haul drivers in Virginia, North Carolina and Texas. Similarly, Tyson interfered with the rights of UFCW members at an Arkansas chicken processing plant, the board said.

Tyson took over Holly Farms in July 1989 and, in September, unilaterally offered the drivers the lower Tyson wages and benefits, illegally bypassing the union.

Tyson also threatened workers with plant closure and sale of their trucks if they chose the union. And the company threatened to arrest or fire employees distributing union literature. The board ordered that 47 discharged workers be reinstated.

In the UFCW case, the NLRB earlier ordered Tyson to recognize and bargain with Local 2008 at a Dardanelle, Ark., plant. The board said Tyson had illegally directed and controlled a decertification petition in the chicken processing plant in 1991.

The company also was found to have threatened to take away employees' paychecks and benefits if they did not vote to decertify, questioned employees about union activity, changed the employees' terms and conditions of employment and spied on workers in legally protected activities.

''The decision confirms what the workers already know,'' said Local

Continued on Page 12



Gary Schaichet/ACTWU

Some 1,500 Clothing and Textile Workers, in Las Vegas for their convention, took time to join striking workers at a rally in front of the Frontier Hotel and Casino. The Frontier workers have been walking the picket line for nearly two years, but a procession of union supporters have assured them that they are not alone.

U.S. proposals on NAFTA 'woefully lacking'

By John R. Oravec

With negotiations on side provisions for labor rights and environmental protections in disarray, the AFL-CIO is voicing concerns about the Clinton administration's pledge to correct the flawed North American Free Trade Agreement.

The NAFTA deal negotiated by the Bush administration poses serious problems for U.S. workers and would have a devastating impact on specific industrial sectors, the federation noted in a letter to U.S. Trade Representative Mickey Kantor.

But current U.S. proposals are woefully lacking on labor rights and would weaken existing remedies under U.S. law, AFL-CIO Secretary-Treasurer Thomas R. Donahue wrote Kantor.

''While the absence of provisions to ensure and enforce basic worker rights and standards was but one of many deficiencies in the Bush agreement,'' Donahue said, ''we were hopeful that your commitment to negotiate a labor agreement 'with teeth' '' would be the Clinton administration's first step toward a positive agenda for North American trade and investment.

''Regrettably, those hopes have been dashed,'' Donahue said.

He said the Clinton administration proposal ''fails to identify even minimal labor rights and standards to be enforced (and) establishes an oversight process so vague, discretionary and protracted that a timely resolution of a dispute is virtually impossible.''

Not only is the proposal lacking on remedies, but it even would prohibit action against individual violations of national law, Donahue said.

''While the rhetoric on the need to ensure observance of workers' rights and standards is impressive, the means for achieving that objective does not exist,'' he said in expressing concern that the proposal would boil down to little more than ''political window dressing.''

Donahue cited a sharp contrast between the loose and ineffective labor rights provisions and the clear and effective remedies for investors and owners of patents and copyrights.

''We can only conclude that the financial interests of big business will continue to be far better protected than the rights and interest of workers,'' he said.

Similar concerns have been raised

Continued on Page 9

Labor issues urgent call for defense conversion

By James B. Parks

The federal government must immediately begin to create new jobs and retrain workers to prevent the massive dislocation and economic turmoil that will result from defense spending cuts, labor leaders told Congress.

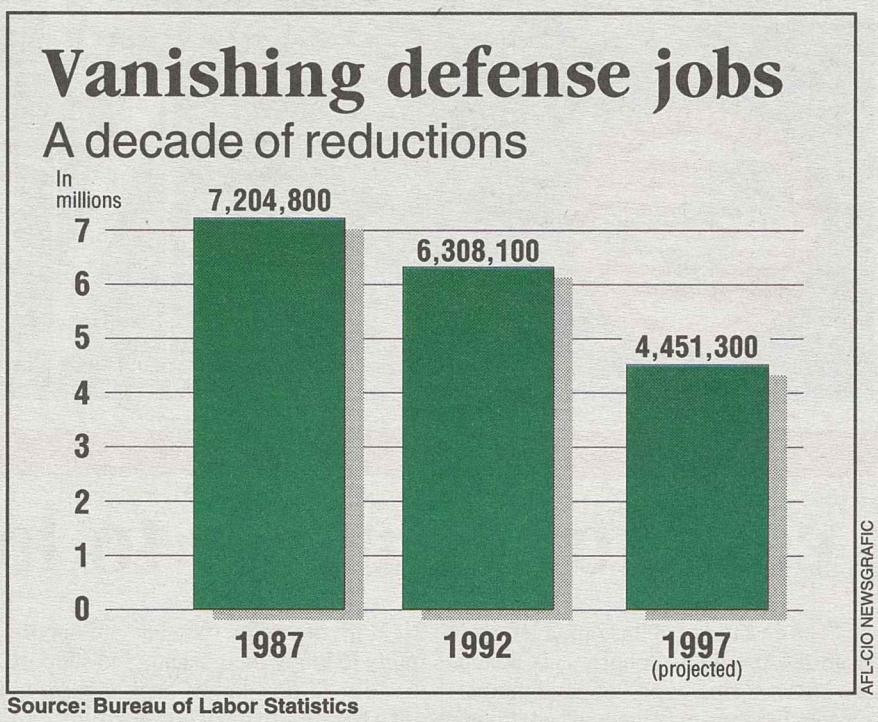
"Our government must now put the same effort and resources into domestic reform that this nation put into fighting the Cold War," Machinists President George J. Kourpias told the House Armed Services subcommittee on research and technology.

Government-funded programs produced an economic boom after World War II by feeding the transition economy and fueling demand for new products, Kourpias said. "Government funding created useful jobs then. We believe it can work now."

Two recent studies citing massive defense job loss lend credence to the urgency expressed by Kourpias, who was joined in testifying by Peter S. diCicco, secretary-treasurer of the AFL-CIO Industrial Union Department; Jack Wilkinson, vice president of the Laborers; and Marc Baldwin, a UAW research associate.

Some 1.8 million defense-related jobs in the private sector will be lost between 1987 and 1997 as a result of spending cuts, the Bureau of Labor Statistics estimated. That's 2.8 million people out of work if projected cuts in military forces during that period are combined. Almost 600,000 defense-related jobs have been lost in the private sector just in the past five years, the BLS reported.

A study by the Defense Budget Project predicts that, over the next five years, the cuts will cause large job losses in California, Texas, Virginia, New York and Florida. Nearly 3.5 percent of all workers in the District of Columbia will lose their jobs, as will at least 2 percent of the work force in Hawaii and Virginia.



Source: Bureau of Labor Statistics

The report's authors, Steven Kosiak and Richard A. Bitzinger, point out that state and local economies cannot cope with the job losses without aid.

"The general weakness of the U.S. economy adds to the difficulty of defense-related economic adjustment and to the severity of the labor force impacts," they wrote. "A lack of economic growth and job creation diminishes the ability of state and local economies to absorb job losses."

Government must act quickly, said IUD's diCicco, to meet the challenge of market diversification and replace lost jobs with good new jobs, which "is also a challenge to our international competitiveness, trade balance and our standard of living."

He recommended "regulation coupled with domestically targeted research and development projects and procurement policies."

"Effective incentives and preferences then can be put in place to assure that defense production facilities and work forces that already have the necessary equipment, knowledge and skills can actually get the work," he said.

Wilkinson warned the panel that training and jobs go hand-in-hand. "The definition of a good job today is one that includes training," he said, "and on the flip side, training is not worth a breath unless there is a job to go to every day."

Although numerous assistance programs already are available as a result of legislation, they are "hopelessly complicated and confusing," Kourpias said. He called for the establishment of a central clearinghouse to provide information about assistance.

The administration of assistance programs has "proven to be a programmatic disaster," said Baldwin. Monies allocated to assist displaced workers are often unspent, he said, because competing agencies could not agree on how to spend them. The solution might be, he said, the creation of a planning agency to oversee the federal defense conversion effort.

Defense workers also need special adjustment assistance, Baldwin told the subcommittee. The "crisis facing defense workers was created by direct government action and we hope to see continued government action to clean up the mess."

He proposed that defense contractors be required to give hiring preference to defense workers and that civilian defense workers be offered early retirement.

As the Defense Base Closure and Realignment Commission began its deliberations, workers at the Philadelphia Naval Shipyard are waiting to see if the federal government will appeal a ruling that allows a lawsuit to overturn the scheduled closing of the base.

The ruling by the Third U.S. Circuit Court of Appeals put on hold the 1996 closing of the yard, which employs more than 7,000 people. The suit claims Navy officials concealed evidence favorable to the facility, and refused to reopen hearings when it was unearthed.

Bill Reil, president of the Philadelphia Metal Trades Council, which represents about 5,700 workers at the yard, said the suit will not alleviate worker concerns about jobs. The best way to do that, he said, is to reach an agreement that returns some ship work to the yard.

Machinists ratify pact that saves jobs at Pratt & Whitney

The Machinists narrowly ratified an agreement with Pratt & Whitney and the state of Connecticut that avoids plant closings and saves 2,300 jobs through productivity improvements and tax incentives.

"The workers voted to preserve jobs in Connecticut, to preserve their own jobs and those of their coworkers," said Andy Romegialli, directing labor representative for IAM District 91.

"The lesson for the company in this close vote is that they have a major credibility problem that they have to address immediately," he said.

He urged the company to start rebuilding confidence among workers by bringing work back from subcontractors, discussing new productivity goals with employees before implementing them and requiring executives to make the same sacrifices as workers.

The agreement, approved 4,210 to 3,496 June 24, was hammered out during 45 days of talks between the IAM and the jet-engine maker. Nearly 10,000 IAM members are employed at five Pratt & Whitney plants in the state. The company had threatened to eliminate 2,300 union jobs and move the work to non-union plants in Georgia and Maine and to outside suppliers.

Under the agreement, only 700 hourly jobs will be eliminated and one of the five Connecticut plants, in Southington, will be closed. Plants in East Hartford, Middletown, North Haven and Cheshire would stay open.

The new contract expires in December 1995, a year later than the previous pact. The company had sought a two-year extension and a wage cut of $2 an hour. Current wages range from $10.50 an hour to $21.50.

Instead of a wage cut, the pact ties wages to production goals. If the goals are not met, wages could be reduced in increments of up to $2 an hour over the next two years, with restoration of any loss if goals are reached later.

A joint union-management committee will establish improvement plans, monitor ongoing productivity and job security issues and examine economic conversion to alternative products, as well as retraining.

The agreement prohibits the company from implementing permanent layoffs for any reason if the bargaining unit goes below 7,000 workers. Temporary layoffs, work-sharing, an enhanced separation package and other alternatives would be used first.

Concessions by the union include minor work-rule changes, more out-of-pocket medical expenses for the 32 percent of the workers not in the company's health maintenance organization and health benefit cuts for future retirees.

The state will provide Pratt & Whitney, a division of United Technologies Corp., with a $32 million multi-year tax package for research and development and other incentives to keep jobs in the state.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 14 — MONDAY, JUNE 28, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia

CWA: Ban secret electronic monitoring

Practice causes 'stress epidemic'

By Muriel H. Cooper

Millions of workers bear psychological and physical scars from secret electronic monitoring, including stress, depression, exhaustion and even carpal tunnel syndrome, the Communications Workers told a Senate panel.

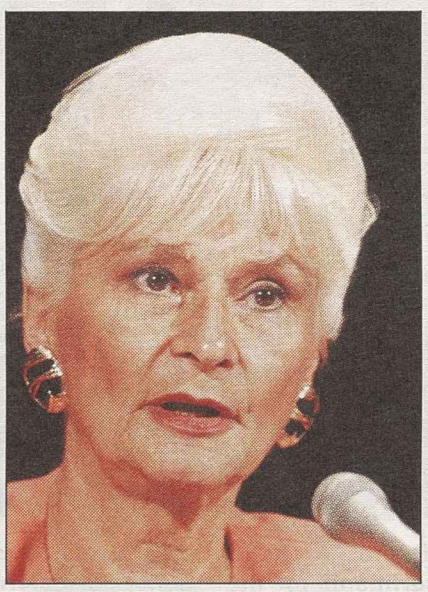
CWA Secretary-Treasurer Barbara Easterling, urging passage of the Privacy for Consumers and Workers Act, described "a stress epidemic" in many workplaces because of a marked increase in the use of electronic monitoring.

Introduced last month by Sen. Paul Simon (D-Ill.), the bill would prohibit secret monitoring and require that employers give workers written notice of the type and frequency of any surveillance that takes place. Employees suspected of breaking the law or willful gross misconduct still could be secretly monitored.

Rep. Pat Williams (D-Mont.) introduced the companion bill, H.R. 1900, in late April.

"Enactment of the Privacy for Consumers and Workers Act would permit workers to earn their living without being subjugated to the environment of an electronic sweatshop," Easterling testified before a subcommittee of the Senate Committee on Labor and Human Resources.

Easterling cited cases where companies have secretly listened in on telephone calls between workers and the public, counted the number of keystrokes employees produce per minute on computers and had male security guards watching while nurses change clothes.



"Secret electronic monitoring is the merciless whip that drives the rapid pace for workers in the service sector of the economy."

— Barbara Easterling
CWA secretary-treasurer

"Secret electronic monitoring is the merciless whip that drives the rapid pace for workers in the service sector of the economy," she said.

Ironically, she said, instead of creating better workers and improving productivity, the secret monitoring results in workers being mentally and physically drained.

That assessment is supported by a recent study conducted by the University of Wisconsin and CWA at AT&T and the several regional Bell operating companies.

Fifty-one percent of the monitored workers complained of sore wrists, twice the percentage for non-monitored workers. Eighty-one percent were depressed compared to 69 percent of non-monitored workers. Seventy-two percent experienced anxiety in contrast with the 57 percent who were not monitored.

Workplace stress costs employers almost $200 billion a year. Much of that is the result of increased absenteeism, lower productivity, higher compensation claims, rising health insurance fees and extra medical expenses.

"This is an enormous cost that the United States cannot afford if it is to compete successfully in the global marketplace," said Easterling.

Deficit reduction plan headed for conference

AFL-CIO to work to ensure fairness

By Mike Hall

The Senate approved its version of the budget reconciliation bill, setting the stage for efforts by the Clinton administration and the AFL-CIO to win some changes in the final conference committee version later this summer.

The Senate bill reaches the same $500 billion, five-year deficit reduction target contained in the earlier House-passed version and in the president's original proposal. The AFL-CIO endorsed the House bill.

"The (Senate) bill's combination of revenue increases and entitlement restraints are, on balance, progressive and should be passed," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the Senate prior to the vote.

The Senate made $19 billion more in cuts in Medicare than the House, an action that caused the AFL-CIO to have "serious reservations," McGlotten said.

The Senate version also replaced the broad-based energy tax with a narrower and smaller 4.3-cents-a-gallon gasoline and transportation fuels tax. The change meant the loss of some 47.8 billion in expected revenue which was partially made up in additional spending cuts.

The modifications developed by the Senate Finance Committee brought several conservative Democrats back into the fold and allowed the committee to move the bill to floor. But the changes also angered some progressive Senate and House members, who will also seek changes during the conference.

The Senate defeated a Republicans "alternative" that would have eliminated new taxes on upper-income people, which President Clinton called "nothing but a shield to keep the wealthiest Americans from paying their fair share, even though their taxes went down for the past 12 years while the deficit exploded."

The AFL-CIO will also work to ensure that whatever emerges from the conference distributes the tax burden equitably and that spending cuts in programs aimed at lower-income, the elderly or the ill do not create hardships for the people who benefit from those programs.

The individual tax increases in the Senate bill are "progressive and based on the ability to pay. The inclusion of capital gains in the income surtax for wealthy individuals is a constructive provision," McGlotten said.

People earning more than $100,000 a year would bear 80 percent of the bill's tax burden. Families under $20,000 would actually pay less taxes, said Finance Committee Chairman Daniel Patrick Moynihan (D-N.Y.)

The AFL-CIO opposed the Senate's reduction of the earned income tax credit for the poor by $11 billion from Clinton's $28 billion proposal by excluding childless working-poor families.

Organized labor will be working to reverse the Senate's rejection of a House-passed amendment to deny Section 936 benefits for plants that relocate from the mainland to Puerto Rico. That decision was "an egregious error which should be addressed in conference," McGlotten said.

The Senate bill, with support from the AFL-CIO, dropped the ill-advised enterprise zones provisions and expanded capital gains preferences for small business contained in the House bill.

"We do, however, oppose the committee's action to modify the alternative minimum tax and the passive loss provisions," McGlotten said.

The Senate maintained the House-passed 1 percent increase in the corporate tax rate. It also approved a temporary extension of the tax exemption for employer-provided educational assistance and the permanent extension of the low-income housing tax credit, both backed by the AFL-CIO.

But it did not include an exemption for employer-provided group-legal assistance.

Finally, the federation will urge the Congress to consider in separate legislation changes in the tax treatment of intangible assets. The proposed changes could lower tax revenues and reignite merger and acquisition activity, McGlotten said.

Capitol Digest

Thousands of Teamsters could receive partial back wages and pension benefits from bankrupt trucking companies under legislation now before the House.

Over the past 12 years, more than 140 trucking companies declared bankruptcy, putting about 175,000 employees out of work, Ken Hall, president of IBT Local 175, told the House Public Works and Transportation subcommittee on surface transportation.

Contributing to most of the insolvencies was the practice of shipper undercharge, Hall said, where trucking companies illegally charge lower fees than the rates they place on file with the Interstate Commerce Commission. The law mandates that the company must charge the filed rate, but many customers threaten to use another carrier unless they are undercharged, Hall said.

The U.S. Supreme Court has twice upheld the right of the trustees of bankrupt motor carriers to seek those undercharges from the shippers.

The AFL-CIO and IBT support H.R. 2012, which would allow large shippers who were undercharged to settle at 35 percent of the total amount due. In addition, the bill would permit employees and their pension funds to recover some funds.

Elsewhere on the Hill:

CAMPAIGN FINANCE — The Senate, after defeating an AFL-CIO-backed amendment to limit contributions from "fat cat" donors, passed a campaign finance reform bill June 16 by a 60-38 margin.

The AFL-CIO has long argued that the only real way to prevent the corrupting influence of big money in political campaigns is to sharply limit contributions and establish a workable system of public financing.

This bill, S. 3, does neither. The Senate already voted to ban donations from political action committees, effectively preventing union members who might be able to afford $5 to $10 contributions from pooling their resources and having the same influence a wealthy business person would have with a $1,000 donation.

ERISA PRE-EMPTION — The House Education and Labor Committee reported an AFL-CIO-backed bill that would clarify the status of state law related to the Employment Retirement Income Security Act.

H.R. 1036 would overturn several Reagan-era court decisions that allowed employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws by claiming they were pre-empted by ERISA.

The bill's sponsors say ERISA clearly was intended to set standards for employee benefit plans like pension and health/welfare plans and to ensure that benefit plan regulations were the exclusive concern of the federal government. ERISA was not intended to pre-empt states from setting rules for contracting for public works, goods and services, they said.

Workplace committees to be studied

Panel hears report on competitiveness

The Clinton administration's 10-member workplace commission used its second monthly meeting for a report on international competitiveness and to set an agenda for its own future study of worker-management relations.

The commission plans to hear from representatives of both labor and management from a number of workplaces where employee committees are functioning.

The commission said it would seek at its third meeting, July 28, to learn how and why these committees are created, how they function, what they accomplish and why such committees are not more widespread.

Commission working groups have urged the commission to examine several other topics, including:

- How other countries foster and support employee organizations.
- The preferences of U.S. employees concerning their employment relationship and workplace representation.
- The extent of employment-related litigation and alternative ways of resolving such disputes.
- The functioning of U.S. labor law and the barriers to organizing and collective bargaining.

The commission also is considering a proposal from another of its working groups to hold regional hearings throughout the country to give workers and managers a chance to increase public awareness of their concerns. The commission has created a total of five subgroups to organize its work at future meetings.

U.S. workers underpaid

Two government demographers also reported to the commission, officially known as the Commission on the Future of Worker-Management Relations and informally known as the Dunlop Commission, after its chairman, Harvard Prof. John Dunlop, the former secretary of labor.

Edwin Dean of the Bureau of Labor Statistics reported on hourly compensation costs for production workers throughout the world. Dean's study debunks the myth that American workers are overpaid relative to workers in other industrialized countries.

Dean showed that American workers earn no more than their counterparts in Japan and earn less than workers in most European countries, including Germany, where compensation is 60 percent higher than in the United States. Dean said workers in Mexico earn only 15 percent of what American workers earn, and that workers in Hong Kong, Korea, Taiwan and Singapore earn only 30 percent of the U.S. figure.

Warren E. Farb of the Department of Commerce told the commission that every study on the competitiveness of U.S. industry has concluded that the key to competitiveness is the way front-line workers are trained and how their skills are utilized.

In addition to Dunlop, the commission includes two other former secretaries of labor, one former secretary of commerce, four of the leading scholars in the field, Doug Fraser, former president of the UAW, and Paul Allaire, the chief executive officer of Xerox.



Al Zak

Union workers begin converting the former St. Ann's Hospital in Columbus, Ohio, into apartments for the elderly as part of the AFL-CIO investment trusts National Partnerships for Community Development.

HIT, HUD launch funding partnership

By James B. Parks

The AFL-CIO investment trusts and the Department of Housing and Urban Development officially launched a "revolutionary" $1.2 billion partnership that will use protected pension funds to generate new jobs and build affordable housing and office space in 30 U.S. cities.

The announcement came during a meeting of the U.S. Conference of Mayors, where cash-strapped city leaders voiced their approval of the initiative, which was created by the AFL-CIO Executive Council in February.

"This is a front-page story," said Atlanta Mayor Maynard Jackson. "We've got to do new things with new weapons. This opens new doors to pension funds. It is a no-risk investment, there is no danger. It is win-win for everyone concerned. This program is literally revolutionary."

The National Partnership for Community Investment will invest up to $660 million in union pension funds, leveraging an additional $550 million in federal and private funds.

The project seeks to build 12,000 affordable housing units, create 20,000 union jobs in construction and related industries and build 1 million square feet of commercial space. Ribbon-cutting ceremonies on three projects — in Los Angeles, St. Louis and Columbus, Ohio — occurred within a recent 10-day span.

The pension funds would be guaranteed through the Federal National Mortgage Association (Fannie Mae) and other government and private credit enhancement programs.

"Pension funds have talked about this for years, but the AFL-CIO is finally doing something," HUD Secretary Henry G. Cisneros said during a New York news conference. "I hope this is but the first step and it will lead to other pension funds becoming involved."

"This is a true partnership as the mayors can bring the critical components into play," said Stephen Coyle, chief executive officer of the AFL-CIO's Housing Investment Trust and Building Investment Trust.

> *"Pension funds have talked about this for years, but the AFL-CIO is finally doing something."*
>
> **— Henry G. Cisneros**
> **HUD Secretary**

"We face serious problems in American cities today that we may begin solving with pension funds if we can get them secured. These are secured investments we are talking about."

HUD will contribute $100 million in seed money and rental assistance under the Section 8 program guaranteeing that "there will always be a tenant and a stream of revenue," Cisneros said. That $100 million will be combined with another $450 million in funds from state and private sources.

The Partnerships are already off to a fast start as ground breakings were held at three sites:

- In Los Angeles, construction has begun on the first commercial office complex to be built in the Watts section since the 1965 riots. The $2.7 million, 21,000-square foot Westminster/Watts Civic Center Office Complex will house two branch bank offices, a Veterans Affairs office, various city departments and a family restaurant.
- In St. Louis, a new $12 million Veterans Affairs office building will house 500 employees, up from a current 350 in the St. Louis VA regional office. Several veterans' service organizations also will have offices in the four-story building, which will be owned by the AFL-CIO investment trusts and leased by the government.
- The former St. Ann's Hospital in Columbus, Ohio, will be converted to 152 apartments for the elderly. The $10 million conversion also will result in 16,000 square feet of commercial space that will include a medical clinic.

The HIT and BIT have combined assets of more than $1 billion from more than 350 pension funds. The return on HIT/BIT projects over the last five years range from 11 percent to 12 percent. The trusts financed construction of 3,000 housing units last year and built 2.3 million square feet of commercial property over the last five years.

Unions seek balance in federal timber plan

With the White House preparing to announce its plan to balance the economy and the ecology of the Pacific Northwest, timber unions are expressing concern over a proposal to set an annual harvest level of 1.2 billion board feet.

"It is inadequate and insufficient," said Carpenters' economist Denny Scott of the recommendation that would eliminate almost 85,000 timber industry jobs in Oregon, Washington and Northern California.

The woodworking unions have gained congressional support from House Speaker Thomas Foley (D-Wash.), who told a June 21 press conference in Spokane that "many in Congress feel there has to be a plan that provides significantly larger than 1.2 billion board feet.

"I have some doubt that it (the current proposal) could be enacted," he said.

Many communities in the Pacific Northwest, especially in rural areas, totally depend on the timber industry. To decrease the amount of timber harvest would "ripple the economy and have an adverse affect on the lumber, building and construction industries," said Scott.

For example, in parts of Oregon, a percentage of the timber receipts fund county governments. "Workers would get the double whammy — they would be unemployed at the same time that county social services were decreasing," said Jeff Joseph of the Timber Industry Labor Management Committee.

The crisis already has claimed an estimated 30,000 jobs. President Clinton has promised to come up with a plan that considers the human and economic dimensions of protecting forests.

UNION NEWS

U.S. members of RWDSU say yes to UFCW

U.S. members of the Retail, Wholesale and Department Store Union overwhelmingly approved a merger with the Food and Commercial Workers.

Some 318 delegates representing 127 locals met in Pittsburgh on June 12 and approved the merger by a 77,355-855 margin. The 34 locals, joint boards and councils representing 20,000 members in Canada will meet in Toronto on July 10 to consider the agreement.

The UFCW will vote on the agreement at its convention in July in Toronto. The total membership of the two unions would be about 1.4 million. ''The combined strength of these two unions will help us to better serve the members we represent and will give us greater ability to organize,'' said RWDSU President Lenore Miller.

The merger would be effective Oct. 1. Under the agreement, the RWDSU would become a council within the UFCW, with its own officers and structure. For the first four years, the RWDSU would be considered an independent entity by the national and international labor organizations with which it is affiliated, and its membership would be recorded separately from UFCW.

Marine Engineers restructure union

An agreement has been reached to resolve longstanding differences within the Marine Engineers.

The agreement, mediated by former Secretary of Labor W.J. Usery Jr., dissolves the 1988 merger of the National Maritime Union with MEBA District 1 and restructures the union into six districts.

The agreement, approved by the licensed engineers of District 1 by a 342-26 vote, sets up an interim committee to perform various union functions until a convention is held no later than March 1994.

The agreement was signed by three principal representatives of MEBA and the NMU — Gordon M. Ward, Louis Parise and Alexander C. Cullison. Ward will serve as president of the restructured MEBA during the interim.



Bill Burke/Page One Photography

Janitors and supporters demonstrate outside Washington's District Building on Justice for Janitors Day.

SEIU gives 'wake-up call' on janitors' day

By Sharolyn A. Rosier

The Service Employees observed Justice for Janitors Day June 15 with demonstrations in 35 cities and the release of a list of anti-worker corporations described as a ''wake-up call'' for labor law reform.

''We continue to succeed at organizing janitors across the country only because we conscientiously avoid the National Labor Relations Board and its election process,'' said SEIU President John J. Sweeney.

''The nation's employers have become masters at gaming our ineffective labor laws and we're going to remind Congress of its responsibilities with a national wake-up call for labor law reform,'' he said.

The Justice for Janitors campaign began eight years ago with a strike by janitors in Pittsburgh. Since then, SEIU has organized some 35,000 janitors across the country.

The union's release of ''North America's Top Trash'' includes some of the wealthiest corporations in the United States. Toyota and Mattel received the union's 1993 North America Top Trash award because of the low wages and harsh working conditions faced by janitors who clean their headquarters in Los Angeles.

The union urged supporters to send ''messages of outrage'' to Richard Riordan, a Mattel executive who recently was elected mayor of Los Angeles, and Shinji Sakai, president of Toyota Motor Sales, USA.

Janitors employed by Advance Building Maintenance average full-time wages of less than $12,000 per year, with no health insurance, for cleaning Toyota and Mattel headquarters buildings in Los Angeles and Mattel's nearby warehouse. And SEIU reports that regardless of years of experience, the janitors get only one week of paid vacation per year.

The union has filed a class-action suit against Advance Building Maintenance, charging the company with failure to pay minimum wages and overtime, failure to provide lunch and break periods, erroneous deductions from workers' paychecks and inaccurate records.

The California Occupational Safety and Health Administration has issued numerous citations against the contractor for unsafe working conditions that include no protective equipment, ineffective training in working with hazardous materials and not providing a written program on illness and injury prevention.

When workers try to discuss these problems with the companies, Toyota says it has nothing to do with what happens to the janitors who clean its facilities, the union says. Mattel refuses to respond to requests to discuss working conditions.

Other companies on the union's ''dishonorable mention'' list included Blue Cross/Blue Shield of Wisconsin; Cigna Corp., Bloomfield and Windsor, Conn.; Carnegie Mellon University, Pittsburgh; World Trade Center, Portland, Ore.; American Building Maintenance, Kansas City, Denver, Orlando; and Rebuild L.A.

In cities including Washington, Hartford, Conn., Milwaukee, Los Angeles, New Orleans and Seattle, Justice for Janitors Day activities ranged from rallies and demonstrations to leafleting.

Stephen Lerner, director of organizing for SEIU's building service division, told a crowd of 200 demonstrators at the District Building in Washington that ''our issues are at the cutting edge of some of the critical issues of our economy, which keeps creating more and more low-wage jobs.''

How janitors and other low-wage workers are treated affects whether more and more employees are going to become ''marginalized,'' he added.

Demonstrators at the District Building also were demanding the city council approve the Workplace Worker Protection Act that requires new cleaning contractors taking over a contract on a building to retain the workers currently cleaning the building.

Grain Millers convention votes funds, agenda for future

By Colleen M. O'Neill
Las Vegas

The Grain Millers positioned the union for stability and growth by approving a 30-cent per capita increase at the union's 23rd constitutional convention.

Delegates approved the increase — the first since 1986 — to go into effect Aug. 1. In addition, per capita will increase 30 cents automatically each July 1 until the union builds up to a $2 million fund.

''We cannot buy new members, but it takes one hell of a lot of money to organize members in today's anti-union environment,'' said Grain Millers President Larry R. Jackson, ''and if we are to be succesful, we must be committed in our pockets as well as in our hearts.''

In a speech that touched on the need for workplace fairness, reform of the nation's labor law and health care system, and efforts to defeat the Bush version of the North American Free Trade Agreement, Jackson told the nearly 300 delegates, ''I think workers have sacrificed enough. It's time now to get back some of what we lost in the 1980s.''

AFL-CIO President Lane Kirkland praised a Clinton administration that offers ''cause for a strong and genuine sense of hope and optimism that the trade union agenda — an agenda for working people — is now on the front burner of national policy-making.''

In addition to the increase in per capita from $6.45 monthly to $6.75, the approximately 300 delegates passed resolutions to make the union's constitutional gender-neutral, to fight the current NAFTA and to make changes in the tax and fee structure for the Great Lakes-St. Lawrence Maritime System; and to support national health care reform, workplace fairness, labor law reform and OSHA reform.

The union's top officers — Jackson, Secretary-Treasurer Howard W. Roe and Executive Vice President Larry D. Barber — won re-election, as did Vice Presidents Shawn Grimm, Harry Guildner, Ray Harness, Micheal Konesko, Jack Lick, Ronald Schreiber and Michael Taylor. Tony Johnson was elected vice president, replacing the retired Elmer Farris. Trustee Ron Hutton was re-elected.

Other speakers included Gordon Wilson, president of the Ontario Federation of Labour; David Johnson, president of the United Garment Workers; Robert F. Harbrant, Food and Allied Service Trades Department; Richard J. Perry, Union Label and Service Trades Department; Walt Elliot, AFL-CIO; and Chano Merino, COPE regional director.

Labor: Integrate workers' comp in health reform

By Colleen M. O'Neill

The White House Task Force on Health Care Reform is considering a plan long favored by workers and their unions — the integration of workers' compensation into a national health care system.

Labor outlined its vision of an integrated system in a working paper put forth this spring by the AFL-CIO Occupational Safety and Health Department and submitted to the task force, which is headed by Hillary Rodham Clinton.

Integrating the medical portion of workers' compensation within a reformed health care system would offer substantial cost savings, inprove the treatment of occupational disease and injuries and help put forth a quality, effective and cost-efficient national system, the federation argued.

The AFL-CIO Executive Council as recently as February urged such a merger, with the caveat that the unique features of the current workers' compensation system be retained. Among those features are:

- The principle of full employer liability for all the costs associated with medical treatment for occupational injuries and illnesses.
- The importance of employee involvement in the selection of medical providers.
- The significance of collecting information concerning occupational injuries and illnesses and the reporting of that data to government agencies resonsible for the enforcement of safety and health laws and those overseeing the operation of the workers' compensation system.
- The absence of limitations on appropriate medical treatment.
- The provision of medical services that may be unique to occupational injuries and illnesses, including repetitive motion disorders, vocational training and rehabilitation, special vehicles and exposure to such substances as asbestos and other toxic materials.

Under the AFL-CIO plan, financing would be covered through a series of elements — employers would pay workers' comp premiums directly to health care purchasing alliances, with any medical treatment, co-pays or deductibles related to a person's employment paid by the alliance and recovered from the employer.

Such services rendered might include those beyond the basic benefits package mandated by the health care system, but the employer also would be responsible for reimbursing the purchasing alliance.

A key element of the system, according to the working paper, would be the dual use of community rating and experience rating. Premiums for workers' compensation would initially be assessed via community rating, but experience rating can be used through a retrospective assessment.

Additionally, unions envision a continued role for state workers' compensation agencies, which would be needed to ensure that all employers carry required medical insurance through the purchasing alliances and which would be responsible for all dispute resolutions involving indemnity benefits.

"Workers' compensation is a system in trouble," wrote James N. Ellenberger, assistant director of the AFL-CIO Occupational Safety and Health Department, to the White House task force May 3. "Maintaining a separate medical delivery system for work-related injuries and illnesses, as we do now, will simply lead to an exacerbation of current problems, including the improper shifting of costs between the workers' compensation and health care delivery systems."

Ellenberger noted that integration of the medical part of workers' compensation within a national health system would end or substantially eliminate the cost-shifting that takes place between regular health care services and workers' comp.

It also could improve medical treatment for both occupational conditions and non-occupational conditions, as well as educate health care providers on the issues of occupational medicine.

Additionally, the integrated system should result in substantial cost savings through elimination of unnecessary care and provision of appropriate care.

AFGE defends locality pay, comparability

Union scores OPM for report 'leaks'

The Government Employees have criticized the Office of Personnel Management for leaking a draft document that undercuts the concept of locality pay, which seeks to bring up salaries of federal employees to match those in the private sector.

Under the Federal Employees Pay Comparability Act, signed into law by President Bush in 1990, the government would shift from relying on a single national pay average to making federal pay competitive with pay rates of other workers in individual markets.

"The law incorporates the best methodology available to develop locality pay data following an extensive and thorough analysis of other alternative methods," said AFGE President John Sturdivant.

The new pay system is designed to ensure that the government could hire the best graduates from the nation's colleges and retain experienced workers.

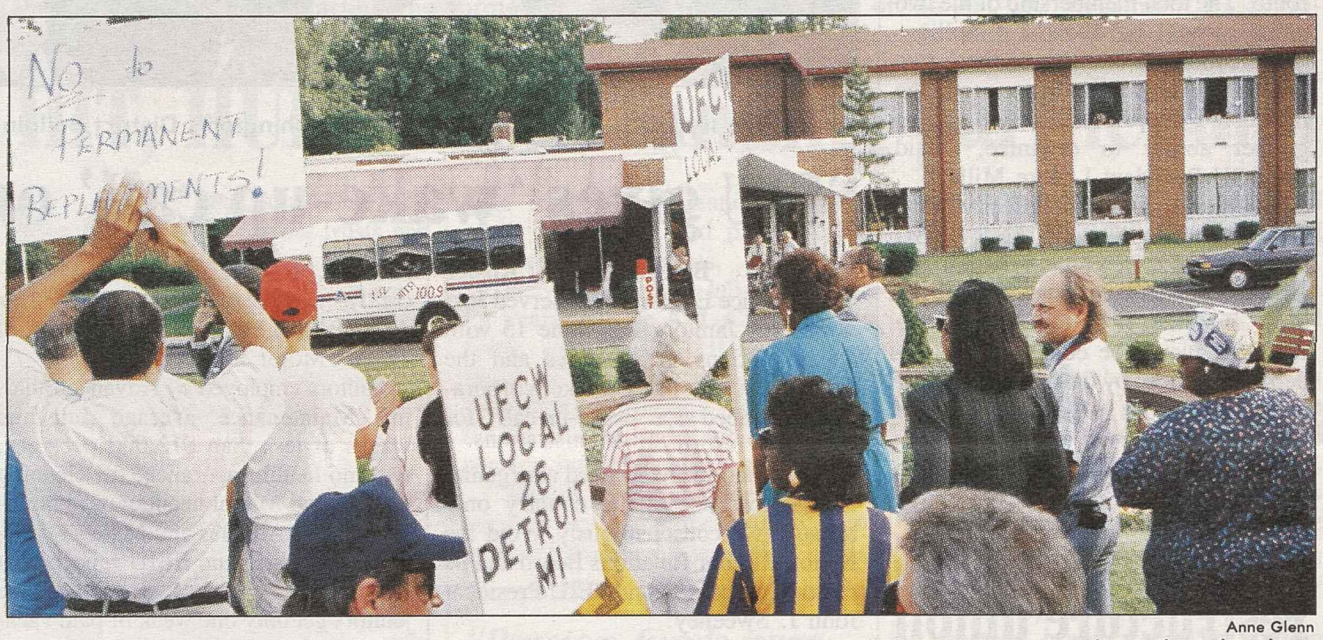
Civil servants are lagging by as much as 29 percent behind employees with similar jobs in the private sector. The new locality pay system would provide substantial boosts to federal workers in higher income cities, including Washington and Baltimore.

OPM's draft said "over time, as pay gaps are closed... some federal jobs will be significantly overpaid relative to market average for that occupation."

But Sturdivant said any concerns OPM has with methodology should be brought to the attention of the Federal Salary Council, following normal process and procedures not leaked to the press.

The salary council June 22 defended the methodology, noting that it used wage surveys conducted by the Bureau of Labor Statistics of local prevailing wage conditions as a basis for the eventual implementation of locality pay.

Under the current budget reconciliation proposals, locality pay is scheduled to begin in July 1994. Originally, the system was scheduled to begin next January.



Anne Glenn

More than 500 people marched June 15 in support of striking Service Employees District 1199 members at the Orthodox Jewish Home in Cincinnati. Delegates to a Food and Commercial Workers meeting joined in the call for the home to negotiate a contract with more than 100 workers who were "permanently replaced" when they struck four months ago over health care, pensions and working conditions. The National Labor Relations Board subsequently filed an unfair labor practice complaint against the home.

NLRB filings back union at Caterpillar

By James B. Parks

The UAW won another round in its efforts to gain a contract with Caterpillar when the National Labor Relations Board filed a new unfair labor practice complaint charging the company discriminated against union members in its hiring.

The NLRB set June 29 to hear this and 22 other complaints against Caterpillar.

The latest complaint charges the company informed employees at its East Peoria, Ill., plant that a number of workers who crossed the UAW picket line would be given "superseniority." The UAW said these employees were given preference in job selection and shift scheduling over and above employees with greater seniority who did not cross the line.

"It's a basic fact of labor law that you can't discriminate against employees for union activity," said UAW Secretary-Treasurer Bill Casstevens. "Caterpillar has been caught breaking the law again, the latest in a long list of violations they have committed during this labor dispute.

"Caterpillar's union-busting campaign has been a complete failure," said Casstevens, who heads the union's Caterpillar department. "The company has subjected union members to illegal surveillance, illegal discipline, illegal arrests and illegal job assignments. The result has been a membership that is more united than ever — and a slew of unfair labor practice complaints against Caterpillar.

"It's time for Caterpillar to realize that they cannot resolve this dispute by their continual attacks against the union members," he said. "The way to solve this problems is to resume negotiations on the basis recommended by the Federal Mediation and Conciliation Service more than a year ago."

Meanwhile, two other complaints have been settled. Company Chairman Donald V. Fites on April 29 retreated from his policy of banning the display of union slogans in the plants. In a letter to employees, Fites lifted the ban effective immediately.

The NLRB also approved an agreement between UAW Local 145 union and Caterpillar in which the company will post notices stating that it will no longer assign UAW officials to clean toilets and urinals based on their union involvement. The work had been assigned in retaliation after unknown persons posted pictures of Fites in the toilets at the Aurora, Ill., plant.

Some 12,600 UAW members suspended their strike against the farm equipment manufacturer one year ago, beginning an inside-outside campaign to force the company to bargain. There still is no contract.

The recent recall of about 35 workers to temporary, two-tier wage jobs with no benefits at its York, Pa., parts warehouse shows the company's true colors, according to the union.

"This maneuver shows the true intent of Cat's so-called final offer. They want to create a low-wage, no benefit work force with permanent job insecurity," said Barry Koicuba, president of UAW Local 786.

"They've already imposed a wage freeze on approximately 1,500 members in York," Koicuba said. "In addition to hiring temporary workers in the warehouse with no benefits, their imposed offer includes a multitier wage and benefit structure for new hires and recalled workers in the manufacturing section of our plant."

Under the terms of Caterpillar's imposed "final offer," the workers will hold temporary jobs paying $8.50 an hour with no health insurance. They can be terminated at any time by the company. The laid off workers formerly held jobs in the plant with full UAW wages and benefits.

UMWA strike swells to 14,000 in 6 states

By James B. Parks

The Mine Workers blasted the nation's coal operators for "misleading and inflammatory public statements" as the union continued its selective strikes to try to force a new contract.

About 2,000 more miners joined the strike June 16 at additional mines owned by the two largest coal companies, Peabody Holding Co. and Consol Energy Inc.

The union said 14,000 workers in six states are now on strike. Included in the expansion is Peabody's Camp No. 1 mine in Union County, Ky., where 163 miners were suspended after chanting at company president George Shiflett.

The strike against companies in the Bituminous Coal Operators Association was expanded because of stalled negotiations and "the coal companies' misleading and inflammatory public statements" about the UMWA and its members, the union said.

Peabody on June 16 bought a one-page ad in the Wall Street Journal charging the UMWA with choosing to "strike, conduct slowdowns and commit acts of violence" instead of negotiating.

"The BCOA is trying to distract attention from the real issue in this strike — jobs," said UMWA President Richard L. Trumka. "They are misleading the public about their bargaining position and slandering UMWA miners and their communities. We will not let these lies go unchallenged."

Trumka said the BCOA lied about honoring the 1988 contract that provided the first 60 percent of new jobs to union members. "The threshold was never reached," he said.

BCOA "telling lies"

They also lied about their latest offer providing more jobs than the previous pact, Trumka said. "It's just not true. The BCOA offer would provide only 36 percent of new jobs to UMWA members. It's clear that the BCOA doesn't understand basic math or the meaning of job security."

"The inflammatory BCOA allegations of violence by striking miners" underscores the refusal of BCOA companies to recognize the hard work, professionalism and productivity of the workers, Trumka added.

"The UMWA unequivocally and absolutely rejects violence," Trumka said. It is union members "that are usually the victims of violence."

How all other issues such as productivity are handled depends on how the jobs question is resolved, Trumka said.

"Job security is the bedrock of increased productivity," he said. When workers have that security, then increased productivity benefits everyone, but without it, "the company gets the benefits and we get unemployment."

Trumka also disputed BCOA claims that the strike is designed to keep the union alive.

"The UMWA has been through hundreds of strikes and we have survived. And we'll survive this one," he said. "But the person who won't survive is that 44-year-old miner who is working in a mine with seven years average life left. With increased productivity, that could be down to two or three years left. We're fighting for his survival and for the community he lives in."

The UMWA walked out in May after months of stalled negotiations and unfair labor practices, then suspended the strikes for 60 days when they succeeded in getting management back to the bargaining table.

The union is seeking guarantees that union miners will be hired at new mines set to open. UMWA members face unemployment as the coal supply in mines where they work is depleted, a process that has accelerated because of increased productivity.

The union also wants an end to double breasting, which Trumka said is an unfair labor practice because it is designed to undermine union contracts.

About 60 strikers will go back to work June 28 at CLI's Homer City Processing plant in Pennsylvania after the company agreed to be bound by any new contract negotiated with BCOA by Feb. 1, 1994. If there is no agreement, management agreed to abide by any national agreement the union reaches with operators that annually produce more than 50 million tons of coal.

The strikers also won a significant victory when Peabody's parent, Hanson PLC, announced it was withdrawing corporate governance proposals that would have taken away shareholder rights.

The withdrawal came after a campaign by the Hanson Independent Shareholders Committee, a group organized by the UMWA, and the Pensions and Investments Research Consultants, a proxy adviser to British public pension funds.

The action was a "great victory for shareholders," said UMWA Secretary-Treasurer Jerry D. Jones. "It shows that Hanson management cannot run our company as if it were their private fiefdom."

The strike does not affect companies affiliated with the Independent Bituminous Coal Bargaining Alliance. The UMWA agreement with IBCBA has been extended through June 30.

Trumka said negotiations with the IBCBA were "progressing nicely" and the parties were "very close" to a deal.

Unsafe conditions deadly in small, non-union mines

By Colleen M. O'Neill

Recent mine fatalities illustrate the dangers inherent in small, non-union mines, a Mine Workers investigation reveals.

Operators of these small mines often prey on laid-off union members who need the job to feed their families, or give jobs to friends and family members willing to work long hours, the UMWA said.

Small-mine deaths made up nearly two-thirds of the nation's total in 1991, while these mines accounted for less than one-third of U.S. coal production, the UMWA said.

Small mines might appear to be mom-and-pop operations, but frequently are part of large conglomerates of unorganized workplaces, the union said, with true ownership hidden from the public until a disaster occurs. When that happens, the taxpayers, society and the rest of the industry often must bear the costs associated with the cleanup of the mine, a union official noted.

Without an organized voice to speak on their behalf, the workers in small mines are left without protection if they protest conditions — thus many remain silent. These miners depend on strong federal enforcement of laws to guard them against the hazards of their jobs, but too often the combination of cost-cutting operators and flouted job safety laws adds up to disaster.

The UMWA studied a series of recent mine fatalities — in which 18 workers died in five weeks in Appalachia — and found evidence of the dangers of working in poorly regulated small mines: methane explosions, falling roofs and other equipment collapses.

The union has been focusing on the problems at smaller, non-union mines for the past half-dozen years in an effort to get some changes, said Joe Main, UMWA administrator of occupational safety and health. Genuine attention from the Mine Safety and Health Administration and other government agencies is just now forthcoming, he said.

Noting the end of 12 years of suffering under Republican administrations, UMWA President Richard Trumka has asked Secretary of Labor Robert B. Reich to rebuild the agency. Specific recommendations include:

- Targeting dangerous sectors of the coal industry for increased enforcement, particularly small mines and mines where workers have no organized voice.
- Protection for whistle-blowers.
- Restoration of critical health and safety regulations.
- Re-evaluation of agency procedures, especially the mine approval-plan process.
- Establishment of an independent investigations branch.

Methane buildup is blamed for an explosion at the Southmountain No. 3 mine in December 1992. Several of the eight miners killed in the blast had noted the deteriorating safety conditions in the mine to others, but the authorities were not notified. The next quarterly MSHA inspection was scheduled for two days after the blast.

MSHA officials initially tried to blame a lit cigarette for the methane blast — a charge Main said might have been made to shift potential blame from the agency's own weakened ventilation rules.

"They were quick to point away any suspicion regarding what the agency had done to change the rules," Main said. "Right before they said what they did, we had raised the issue regarding the rule changes."

Dozens of UMWA members had testified at a series of MSHA hearings against making changes to the ventilation rules in 1989 and 1990. The miners told federal officials the proposed changes would severely increase the risk they faced from coal dust and fires.

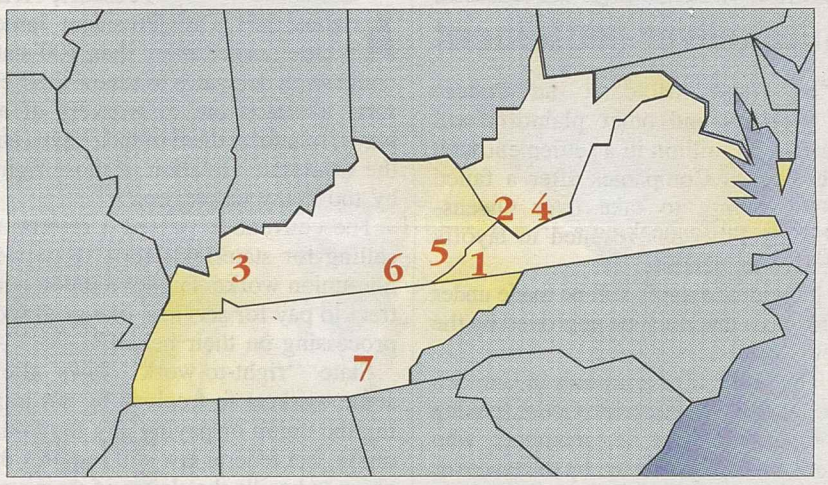
MSHA released its final report on the Southmountain blast last month, citing the operator's violation of "basic safety standards known from decades of experience to be critical for preventing mine explosions," according to Edward C. Hugler, acting assistant secretary of labor for mine safety and health.

The Southmountain Coal Co. and operator William Ridley Elkins were cited for 33 violations of federal mine safety standards, including ventilation and methane examination rules.

"Those of us who've done investigations of mine explosions realize there are a lot of legitimate ignition sources in mines," Main said. "You have to have good ventilation. There were no examinations being made regarding methane (at Southmountain No. 3), and the ventilation system was manipulated to the point it didn't exist."

Main pointed out two other small mine tragedies that likely would have been averted had a union been in place. In the 1990 Granny Rose accident in which three miners were killed, there were no ventilation controls whatsoever. "There was nothing to tamper with," he said, "they didn't even exist."

Just this past February, Main said, the Diablo Coal Co. No. 2 mine operator had to install 800 roof bolts to abate hazards after one miner was killed in a roof fall at the West Virginia facility.



The Mine Workers studied a rash of recent mine fatalities that killed 18 workers in five weeks in Appalachia, mostly at non-union mines where operators have risked workers' lives by cutting corners. These included:

1. Eight miners died in a methane explosion at Southmountain No. 3 mine near Norton, Va., on Dec. 7, 1992.
2. A foreman died in a roof fall at the Alma Ridge mine at Thacker, W. Va., on Dec. 8, 1992.
3. A miner was crushed in a highwall collapse at Andalex Resources Inc. surface mine in Madisonville, Ky., on Dec. 12, 1992.
4. Five UMWA members were injured in a methane explosion at Consolidation Coal Co.'s Amonate No. 31 mine in West Virginia on Dec. 29, 1992.
5. Two miners died in a roof fall at South East Coal Co. Mine No. 405 in Letcher County, Ky., on Jan. 4, 1993. That same day, a truck driver died when a coal hopper collapsed and buried him at McCoy Elkhorn Coal Corp.'s Long Fork preparation plant.
6. A lineman died at South Fork Coal Co.'s Justus preparation plant in Stearns, Ky., on Jan. 7, 1993, while he was repairing a lightning arrestor. The same day, a miner died when a coal bin collapsed on him at the Kentucky Harlan Coal Co. in Harlan County, Ky.
7. A timberman and section foreman died in a roof collapse at JEN Inc.'s No. 30 mine near Whitwell, Tenn., on Jan. 11, 1993. That same day, a non-union contract truck driver died in an accident at Keystone Service Inc.'s No. 1 preparation plant in McDowell County, W. Va.

AFL-CIO NEWSGRAFIC

Unions seek return to bargaining at 2 airlines

By Candice Johnson

Northwest Airlines was urged to go back to the bargaining table after the Machinists rejected a proposed contract as containing too many givebacks. The Teamsters then suspended mail balloting on the tentative agreement.

Meanwhile, talks between the Flight Attendants and Alaska Air have shut down following the end of a 30-day ''cooling off'' period set by the National Mediation Board and AFA members were preparing a campaign of ''inside'' strategies.

AFA members voted in a mail ballot to authorize a strike against Alaska Air, but chose to continue to try to convince Alaska Air owner Ray Vecci to seek a realistic settlement through strategies other than the strike.

The Alaska Air negotiations — like so many others in recent years — have been distorted by the threat of permanent replacements for AFA members.

Raising a call for ''CHAOS,'' that is, ''create havoc around our system,'' the 1,300 attendants will undertake sporadic job actions to elicit a more realistic bargaining position from the carrier, the union said.

Attendants may stop service for 24 minutes, for 24 hours or on a particular route, and take other actions to affect the service that has consistently been ranked tops by Consumer Reports and Conde Nast travel publications, an AFA spokesperson said.

Despite movement by AFA negotiators on pay, pensions and medical benefits, company bargainers continued to take a hard line, particularly on work rules, AFA said. Negotiations have dragged on since August 1990, the last 18 months under the auspices of the NMB.

Alaska Air is seeking control of the flight attendants' $35 million pension fund as well as cuts in medical benefits, work rules and vacation pay.

Following the rejection of the Northwest agreement by IAM members, Tom Pedersen, president of IAM Air Transport District 143 called for a return to the bargaining table. But the airline made a veiled threat that it may seek bankruptcy protection.

John Massetti, District 143 secretary-treasurer, said union members were concerned that Northwest's long-term debt could force them into another round of concession bargaining in three years, with the carrier possibly still facing bankruptcy.

In a letter to Northwest chief executive officer John Dasburg, IBT President Ron Carey said the union was considering all its options and noted that the agreement it reached with the carrier ''made the best of a bad situation.''

Northwest told the IAM it may seek ''judicial imposition of substantial labor cost relief,'' meaning abrogation of its union contracts in bankruptcy court, if agreements cannot be reached.

The carrier is seeking nearly $900 million in wage and benefit cuts from its six unions. They are, in addition to the IBT and IAM, the Air Line Pilots, Transport Workers, and the unaffiliated Aircraft Technical Support Association and Meteorologist Association.

In other airline news:

- ALPA has been certified as the bargaining agent for 2,300 pilots at Federal Express, following a four-year effort that succeeded in winning union representation.
- Delta Airlines is seeking to cut 2,600 jobs, 3.5 percent of its 75,000 member work force, primarily through attrition. The carrier has cut about 5,000 jobs over the past 18 months.

Inbrief

GMP wins $5 million in takeover settlement

The Glass, Molders and Pottery Workers and other plaintiffs will receive $5 million in a settlement with the Wickes Companies after a failed 1986 attempt to take over Owens-Corning Fiberglas resulted in layoffs and lower benefits.

Individual awards will be made under a formula that must be approved by the court.

The GMP filed a lawsuit in Camden County, N.J., Superior Court seeking compensation for its members who were adversely affected by the takeover attempt. In order to fend off Wickes, Owens-Corning increased its debt to $4 billion, cut its work force from 26,000 to 14,000, closed plants and stopped manufacturing some products.

GMP members at plants in three states suffered job losses, cutbacks and reduced benefits.

The suit was filed under a New Jersey law that prohibits outside parties from wrongfully interfering with an existing economic relationship. The union argued that Wickes' bid caused the disruption of a long-term labor-management understanding.

Prevailing wage tops Louisiana's agenda

Baton Rouge, La.

Delegates to the Louisiana AFL-CIO convention directed a series of pointed resolutions to the state legislature.

Topping the list is the struggle in the legislature to return the prevailing wage law, which the lawmakers repealed by only two votes in 1988. The measure was waiting for a House vote.

''The prevailing wage scale should be set in the bidding procedure for state-funded projects,'' state AFL-CIO Secretary-Treasurer John Bourg said. ''Without it, there is a tendency to lower wages'' with the employer pocketing the difference. ''If we can get it out of the House, we can pass it through the Senate.''

The 562 delegates passed a total of 41 resolutions during their convention. Guest speakers included Democratic Sens. John Breaux and J. Bennett Johnson, Reps. William J. Jefferson and Cleo Fields, and newly appointed State Supreme Court Justices Catherine Kimball and Ravius Ortique.

Arizona AFL-CIO urged to seek new members

Prescott, Ariz.

Arizona AFL-CIO President James Whitten urged more than 100 state convention delegates to renew their efforts to reach out to workers of all kinds, to inform them of their rights and the wholesale violation of those rights by too many employers.

The convention passed a resolution calling for state legislation to require non-union workers under a union contract to pay for services like grievance processing on their behalf.

State ''right-to-work'' laws allow some workers to freeload by not joining the union or paying any fee to the union, but federal law still requires the union to handle the claims of everyone, freeloader or not.

Delegates also called for national health care reform and passage of the Workplace Fairness Bill, as well as a resolution opposing the North American Free Trade Agreement negotiated by the Bush administration.

Speakers included Sen. Dennis DeConcini (D-Ariz.) and AFL-CIO regional director Steve Bieringer. State Sen. Manuel ''Lito'' Pena was given an award for his years of service and dedication to workers' issues like workers' compensation.

AFL-CIO supports indoor air measure

Poor indoor air quality has caused numerous health problems and is responsible for a significant loss in worker productivity, the AFL-CIO told a Senate subcommittee, urging that air quality should be regulated in indoor work sites.

Lynn Rhinehart of the federation's Occupational Safety and Health Department detailed the problems faced by union members who toil in ''sick buildings,'' and ways such workers have found to combat the threat.

She offered organized labor's support for S. 656, the Indoor Air Quality Act of 1993.

''We strongly support the building assessment demonstration program... other elements of the legislation of particular interest to us are the Federal Building Response Plan and Demonstration Program, along with the requirement that NIOSH develop and implement a training program,'' Rhinehart said.

However, the measure is more legislation-oriented and less action-oriented than the AFL-CIO would like, she said, and it does not recognize the role OSHA has to play in developing a national response to the issue — and that OSHA should be directed to promulgate a standard.

OSHA creates office to protect nurses

The Occupational Safety and Health Administration has created the Office of Occupational Health Nursing, underscoring the role nurses have in developing and maintaining safe workplaces.

The office will assist in field investigations and help develop standards, surveillance policies and education and training activities.

The office also is to evaluate the quality, appropriateness and availability of care to employees at worksites; analyze employer injury and illness and medical surveillance records; and provide guidance and training on the role of occupational health nurses to agency staff and outsiders, OSHA said.

There are about 23,000 practicing occupational health nurses nationwide.

McEntee seeks new horizons at OSHA

AFSCME President Gerald McEntee has called for the Occupational Safety and Health Administration to tackle the problems of inadequate hospital staffing and violence in the workplace.

He characterized hospital understaffing as a safety issue and called on OSHA to issue minimum staffing levels. He also urged OSHA to require employers to train workers on proper responses to violence in the workplace, pointing out that social workers, mental health care workers and corrections officers are killed each year by violence on the job.

Interim lead standard for construction issued

The Occupational Safety and Health Administration issued an interim final standard on lead for the construction industry April 29.

The standard, which affects more than 900,000 workers, reduces the permissible exposure limit for lead in construction from 200 micrograms per cubic meter of air to 50 micrograms — the same level already in effect for general industry. It also sets an action level at 30 micrograms.

Other provisions cover exposure assessment, compliance, respiratory protection, protective clothing and equipment, hygiene facilities and practices, medical surveillance, medical removal protection, employee information and training, signs, recordkeeping and monitoring.

''With expanding infrastructure work, the timing of this new regulation is particularly significant,'' said Laborers President Arthur A. Coia.

''We commend Secretary of Labor Robert Reich and OSHA for revising a standard which, for too long, has placed our Laborers and other building trades workers at risk when they work with lead-based products.''

Ergonomics charges dropped in test case

An administrative law judge threw out 175 repetitive motion citations against Pepperidge Farm recently, saying the Occupational Safety and Health Administration had failed to prove the company could have protected workers.

The case was seen as a test of OSHA's ability to regulate ergonomics under its general duty clause, which requires proof of four conditions: a hazard was present, the hazard was recognized by the employer and others in that industry, the hazard could result in serious injury or death, and a feasibile means exists to reduce or eliminate the hazard.

Administrative Law Judge David G. Oringer said the case met the requirements of proof in the first three conditions, but failed the last condition.

''The immediate impact of this decision on OSHA enforcement against ergonomic hazards is not clear,'' said AFL-CIO Director of Occupational Safety and Health Peg Seminario. ''It would seem to indicate that OSHA will need substantial expert testimony on the feasibility of using the general duty clause for ergonomic hazards in individual cases.

''It does show the overwhelming need for an ergonomics standard,'' she said. ''Every day more workers are diagnosed with cumulative trauma disorders — and these are preventable injuries.''

Oringer did affirm 176 ''willful'' recordkeeping violations and 21 lifting violations and let stand nearly $395,000 in penalties against the company. The citations were issued originally in December 1988 for a now-closed Downingtown, Pa., facility.

New ILO standard targets industrial disasters

By James B. Parks

The International Labor Organization adopted a new convention designed to help prevent major industrial disasters like the Thailand plant fire that killed more than 200 toy factory workers just one month ago.

Delegates to the 1993 conference also laid the foundation for a standard on the right of part-time workers to have safe working conditions, access to employment and social security.

The far-reaching convention on disasters protects workers, the public and the environment against the risk of major industrial accidents and was the conference's ''outstanding achievement,'' said U.S. Worker Delegate Charles D. Gray.

''It lays out guidelines on a great deal of actions unions and employers can take to prevent disasters,'' said Gray, director of the AFL-CIO International Affairs Department who also served as vice president of the conference.

The new standard, ILO Convention 174, requires ratifying countries to consult with workers before formulating a national policy to protect against major industrial accidents. It calls for using preventive and protective measures when installing hazardous equipment and for promoting the use of the best available safety technologies.

The convention also gives workers in ratifying countries the right to interrupt work they believe could cause a major accident. And it provides for a public-information and warning system as well as training programs and emergency procedures for major accidents.

The ILO also recommended quick compensation for workers involved in a major accident.

ILO conventions have to be ratified and enforced by individual countries. The recommendations that accompany the conventions often are used as guidelines in the development of labor law. The United States has adopted only 11 of the 174 ILO conventions, most recently in 1991, with Convention 105 on forced labor.

Focusing on social protections, human rights and employment rights, the session began developing a convention on part-time workers, which will be voted on next year.

The draft convention would provide that part-time workers be given the same rights as full-time workers to organize and bargain collectively, to have a safe and healthy workplace, to be free from discrimination in employment and to have a basic benefits package, such as paid holidays and social security.

In an address to the delegates, Gray called for nations to adopt and strengthen basic human rights and worker rights policies. Such protections are under attack by budget deficits in developed countries, he said, as companies and governments abandon safety nets that have been in place for years.

The newly freed nations in Central and Eastern Europe and the former Soviet Union ''desperately need protection for those masses of their citizens adversely affected by economic dislocation if their experiments towards a market economy are to succeed. This reality has not been given sufficient attention by the ivory-tower architects of economic reform,'' Gray said.

The issue of forced unpaid overtime work in Cuba was addressed by AFL-CIO Vice President John T. Joyce in comments before the committee on the application of standards. He invoked Walt Disney to deride the so-called ''voluntary'' requirement.

''In Snow White, we were told that seven dwarfs would whistle while they worked,'' said Joyce, who is president of the Bricklayers. ''The government of Cuba would have us believe that hundreds of thousands of workers work millions of hours without pay — and, all the while, whistling while they work.''

In the committee on technical cooperation, Steelworkers Vice President Leon Lynch and other worker representatives, along with government representatives, overcame employer opposition and succeeded in pushing through a resolution that closely links technical aid from the ILO to democratization, worker rights and alleviating poverty.

About 10 percent of the ILO budget is spent on a range of technical cooperation programs which spur economic and employment growth, particularly in developing countries and emerging democracies.

In what Lynch called a ''welcome innovation,'' the committee also took steps to protect the rights of women in ILO projects. ''The committee felt, taking previous experience into account, that it was essential to ensure the full participation of women in every step of ILO development programs and projects, and to incorporate gender-specific criteria at all stages of the program and project cycles,'' Lynch said.

Labor: NAFTA side proposals lack 'teeth'

Continued from Page 1

with Kantor by the Citizens Trade Campaign, a coalition of 40 national consumer, labor, farm, religious and civic organizations.

The coalition noted that the U.S. proposal ''does not begin to address'' fundamental problems that President Clinton brought into question last October.

''There is nothing to address the dramatic wage disparity between the United States and Mexico or to stem the loss of U.S. jobs or exploitation of Mexican workers,'' the coalition said. It also cited the absence of provisions to establish and enforce labor, consumer and environmental standards.

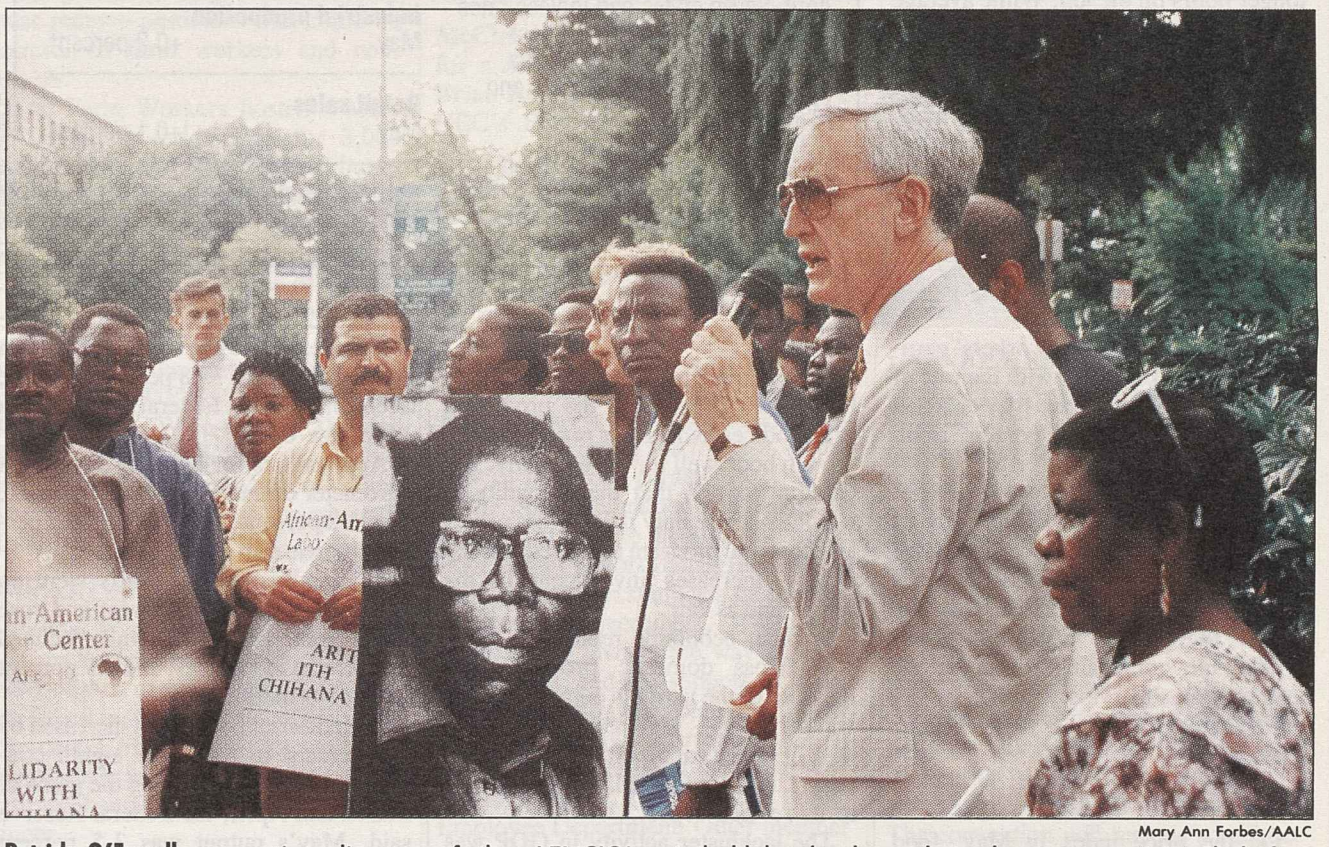
Negotiations on NAFTA side agreements have been in a muddle since late May when Canadian and Mexican government representatives rejected a U.S. call for trade sanctions against persistent violators of labor and environmental standards.

Opposition to the NAFTA deal is mounting in numerous localities around the country. Last month, hundreds of union members and farmers, as well as religious and civic groups, rallied in Northfield, Minn., under the banner: ''Dump NAFTA; we want fair trade.''

The rally was sponsored by the Minnesota AFL-CIO, Teamsters Joint Council 32 and the Minnesota Fair Trade Coalition.

The Washington State AFL-CIO is expanding the ''Not This NAFTA'' petition drive to include a postcard campaign coordinated by local central bodies. It has set a goal of 60,000 signed postcards to the state's House and Senate congressional delegations.

An array of ''Not This NAFTA'' campaign materials is available from the AFL-CIO. Included are light-weight stock posters, heavy-stock picket signs, petition forms, two-inch stickers and pamphlets. A new video cassette, ''The True Cost of NAFTA,'' is also available from the Labor Institute of Public Affairs.



Mary Ann Forbes/AALC

Patrick O'Farrell, executive director of the AFL-CIO's African American Labor Center, addresses marchers outside the Malawi Embassy. The demonstration, organized by Amnesty International, demanded an end to human and worker rights abuses in that country. Under intense international pressure, Malawi officials recently released jailed labor leader and pro-democracy activist Chakufwa Chihana and held a June 14 referendum on multiparty rule, which was roundly approved. Chihana, who heads the main opposition Alliance for Democracy (AFORD), said the alliance would demand presidential and parliamentary elections by the end of the year.

Public employee bargaining rights undercut

A Supreme Court decision has left more than 5 million public employees in states without comprehensive collective bargaining rights at the mercy of employers to determine the form of compensation for overtime work.

Writing for the court in Moreau vs. Klevenhagen, Justice John Paul Stevens said a 1985 amendment to the Fair Labor Standards Act requires public employers to bargain over compensatory time only when the employees have a collective bargaining agreement covering compensatory time.

The decision went against Lynwood Moreau, president of the Harris County (Texas) Deputy Sheriffs Union, since Texas does not have comprehensive collective bargaining rights. Moreau filed the suit after the county refused to negotiate time-and-a-half pay for overtime work and said the county was granting compensatory time instead.

But the decision leaves intact a 1988 Supreme Court ruling upholding the power of Congress to legislate basic fair labor standards for public employees.

''Our argument is not with the Supreme Court, but with the failure of the Texas legislature and the Congress of the United States to protect the collective bargaining rights of all public employees,'' said Al Bilik, president of the AFL-CIO Public Employee Department.

Texas prohibits public employees from bargaining collectively, he said, and that's what caused the Moreau case.

''Wherever public employees have achieved what most Americans regard as a basic right — namely, the right to bargain collectively and to be represented by a union — Moreau reaffirms the applicability of the Fair Labor Standards Act,'' he said.

In the suit filed in 1986, the deputy sheriffs alleged that Harris County violated the FLSA by paying for overtime work with compensatory time rather than overtime pay.

The county must bargain with the union before making such a substitution, the sheriffs contended. The county claimed it was complying with the FLSA by agreeing individually with each sheriff to provide compensatory time.

The U.S. District Court for the Southern District of Texas ruled in favor of the county and the Fifth Circuit affirmed it in 1992.

ECONOMY

Workers' pay gains ground over prices

Increase is pegged to more work hours

Workers got a welcome break on the cost-of-living treadmill in May as consumer prices edged up just 0.1 percent while real weekly earnings rose 1.6 percent.

The Bureau of Labor Statistics said last month's earnings gain was the sharpest rise in worker purchasing power since February 1992. Real weekly pay declined in six of the past 12 months. Over the year, real weekly pay is up 0.5 percent.

BLS attributed May's real pay improvement mainly to workers putting in longer hours on the job. While average hourly wages rose 0.6 percent over the month, average weekly hours increased by 1.2 percent.

Since May 1992, hourly earnings rose 2.8 percent and weekly hours increased 0.9 percent to boost average weekly pay 3.6 percent. But the 3.1 percent rise in the consumer price index for urban wage earners (CPI-W) trimmed the rise in real weekly pay to 0.5 percent.

Over the longer term, workers' earnings have not kept pace with the rate of inflation, according to the BLS data that are geared to about 80 percent of all jobs in private industry.

AFL-CIO economist Anne Draper noted that since May 1983, living costs tracked by the CPI-W have increased 42.6 percent while weekly earnings have risen 34.8 percent. As a result, the higher increase in consumer prices eroded the purchasing power of the average non-supervisory worker by 5.4 percent over the past 10 years, Draper said.

Food costs increase

On the price index in May, food prices accelerated a bit while energy costs dropped sharply. Food prices increased by 0.5 percent, triggered by a 2.3 percent jump for fruits and vegetables, and were up 2.6 percent over the last 12 months. Gasoline prices fell 2.5 percent and were up just 0.1 percent from the year-ago month.

Increases in natural gas and electric utility rates slowed to 0.5 percent in May and were up 3.8 percent over the year.

Exclusive of food and energy, the index rose 0.2 percent last month and was up 3.3 percent over the year. Over the past three months, the CPI-W increased at a compounded annual rate of 2.9 percent.

But medical care costs surged 0.8 percent and were 6.3 percent higher than in May 1992. Public transportation costs jumped 1.3 in May, reflecting higher airline fares, and were 7.5 percent above a year ago. The component for miscellaneous goods and services also advanced 0.8 percent, mainly because of a 3.2 percent jump for legal service fees.

Analysts said the prices should stay in check in coming months because of the moderate rise in the CPI and producer price index holding steady in May.

At a White House press conference, President Clinton said the promising price indices and earlier reports on job growth bode well for the economy. But Clinton warned that these conditions would continue only if Congress passes an economic program that "reduces the deficit, increases investment in the future and is fair."

In other economic reports:

- Gross domestic procuct — the measure of the nation's output of goods and services — grew at an annual rate of 0.7 percent for the first quarter of the year, the Commerce Department said in its revised report.

The lackluster activity in GDP was attributed to the expanding U.S. trade deficit and slower-than-expected growth in consumer spending.

But analysts said they expect the economy to continue to strengthen, with the government's preliminary report for the second quarter GDP likely to show the economy growing at a healthy rate.

- Durable goods orders fell 1.6 percent in May, marking the third consecutive month orders for "big ticket" goods declined. March orders had declined 3.4 percent and April orders were down 0.2 percent.

The May drop was led by declining demand for defense industry goods, as defense orders fell 13.2 percent. Excluding defense, May durable good orders dropped 1 percent.

- Housing starts rose 2.4 percent in May to an annual rate of 1.24 million single-family homes and apartments, the highest level in five months, the Commerce Department said. New home construction increased in the South and Midwest, but slipped in the Northeast and West.

The housing construction activity in May followed April's 22.7 percent jump in new home sales that shrank inventories as mortgage rates remained at 20-year lows. Thirty-year fixed-rate mortgages averaged 7.47 percent in May, down from 7.48 percent in April, according to the Federal Home Loan Mortgage Corp.

Applications for building permits, a barometer of future construction work, rose 1.2 percent in May after a 6.5 percent increase in April.

Regionally, housing starts were up 10.2 percent in the Midwest and rose 2.8 percent in the South, while declined 3.3 percent in the West and 1.7 percent in the Northeast.

- Industrial production increased by 0.2 percent in May, the eighth consecutive rise and matching the gains of March and April, the Federal Reserve said. May's output was 3.5 percent higher than in the year-ago month.

The operating rate of factories, mines and utilities remained unchanged at 81.6 percent for the third straight month. The capacity rate has increased 1.6 percent in the past 12 months.

- Seven states posted jobless rates in excess of 8 percent in April when the national unemployment rate was 7 percent, before easing to 6.9 percent in May, BLS reported.

The high-rate states were West Virginia, 11.9 percent; New Jersey, 9.1 percent; California, 8.6 percent; Rhode Island, 8.4 percent; and Alaska, Illinois and Maine, 8.1 percent.

Twenty-four other states posted jobless rates ranging from 5 percent to 6.9 percent.

States with the lowest unemployment rates in April were Nebraska, 2.8 percent, and South Dakota, 3.3 percent.

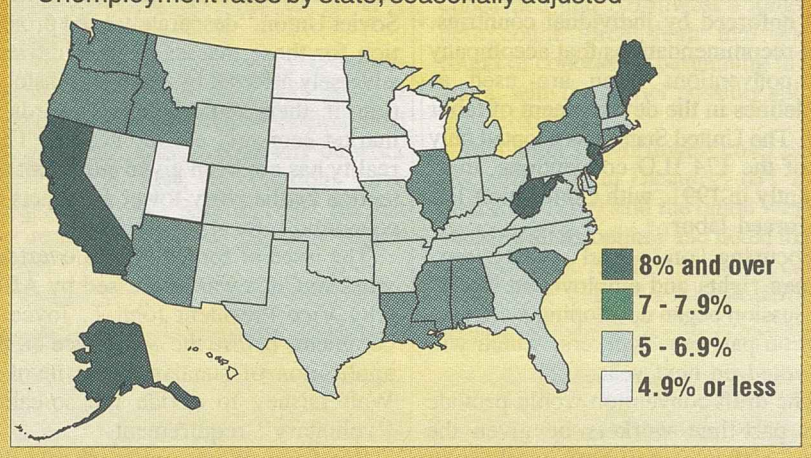
Seventeen metropolitan areas were stuck with double-digit jobless rates in April, including Modesto, Calif., at 16.5 percent; McAllen-Edinburg-Mission, Tex., 14 percent; Bakersfield and Stockton, Calif., each at 13.3 percent; and Jersey City, N.J., 12.3 percent.

— John R. Oravec

Significant statistics

State jobless rates — April 1993

Unemployment rates by state, seasonally adjusted



Seventeen states had unemployment rates at or above the national average of 7 percent in April. Seven states had jobless rates in excess of 8 percent — West Virginia, New Jersey, California, Rhode Island, Alaska, Illinois and Maine. West Virginia had the highest rate at 11.9 percent. Twenty-four other states posted jobless rates ranging from 5 percent to 6.9 percent.

Housing starts
May +2.4 percent

Industrial production
May +0.2 percent

Retail sales
May +0.1 percent

Durable goods orders
May -1.6 percent

AFL-CIO NEWSGRAFIC

Foreign trade gap widens at fast clip

By John R. Oravec

With back-to-back monthly foreign trade deficits at $10.5 billion, the United States is headed toward a 1993 trading shortfall of $110 billion — the worst since 1988.

The nation's trade performance has deteriorated since December, when the monthly deficit eased to $7 billion. In the first four months of the year, the U.S. trade gap has widened to $36.5 billion, 66 percent higher than the $22 billion shortfall in the comparable 1992 period.

Both imports and exports slowed a bit in April, the Commerce Department reported. Imports were at $48.9 billion, while U.S. firms shipped out $38.4 billion in merchandise.

Before seasonal adjustment, the nation posted an $8.1 billion trade gap for manufactured goods, with imports of $39 billion and exports of $30.9 billion.

Formulations by trade economists indicate that for each $1 billion in merchandise transactions, 25,000 jobs are lost or created. AFL-CIO trade specialist Mark A. Anderson noted that the persistent trade imbalance in manufactured goods will wipe out many thousands more of U.S. factory jobs by the year-end.

Over the past three years, Anderson said, American manufacturing workers have seen 1.3 million jobs disappear — many victims of the Bush recession, but many others wiped out by imports.

More than half of April's U.S. trade imbalance was with Japan, which worsened by $233 million to $5.5 billion. Imports from Japan amounted to $9.2 billion while exports to Japan were at $3.7 billion. The United States ran up a $49 billion imbalance in merchandise trade with Japan last year. The shortfall in the first four months of 1993 is $28.2 billion, nearly double the $15.4 billion deficit in the year-ago period.

Faced with the prospect of the mounting trade deficit, the Clinton administration is pressing ahead with a "results-oriented" trade strategy aimed at opening foreign markets, particularly in Japan.

American and Japanese trade representatives met in Washington earlier in June in hopes of setting a negotiating framework. The White House wants the focus to be on opening the Japanese market in five broad areas aimed at slashing Japan's large trade surplus with the world by half in coming years.

But Japan is resisting efforts to set numerical targets. Trade specialists said it is uncertain how the dispute can be resolved before President Clinton and Japanese Prime Minister Kiichi Miyasawa open a new round of talks at the July 7-9 economic summit.

After Japan, the next largest trade deficit in April was with China, rising by $31 million to $1.5 billion. Other large deficits were with Canada, $934 million; Germany, $698 million; and Taiwan, $680 million.

But with Western Europe overall, the United States ran up a $449 million surplus. Its surplus with Mexico slipped slightly to $264 million.

Newsmakers

Government Employees President **John N. Sturdivant** wants the Federal Employees Health Benefits Program to cover the cost of testing newborns for sickle cell anemia while in the hospital. ''The importance of universal diagnostic testing for all newborn babies, regardless of race, to detect this disease appears beneficial to federal workers and their families,'' he said.

Graphic Communications President **James J. Norton** was appointed to the National Board of Trustees of the American Red Cross. Norton was named by AFL-CIO President **Lane Kirkland** to succeed Letter Carriers President **Vincent R. Sombrotto** on the board.

International opera star **Regina Resnik** has been elected president of the Musicians. Other officers elected to serve two-year terms are Vice Presidents **Gerald Otte, Chester Ludgin, Eugene Lawrence, Barbara Bystrom, Franco Gentilesca,** Treasurer **William Cason** and Recording Secretary **Yolanda Antoine.**

The Alabama AFL-CIO elected **James E. Albright** to fill an unexpired term as president. Albright, the former executive vice president, replaced **A.G. Trammell,** who was appointed as the state's labor commissioner. Albright began his career as an Electrical Worker in 1959 and served as their business agent until joining the state office in 1981. He will hold office until 1995.

James Wood has been selected as executive secretary-treasurer of the Los Angeles County AFL-CIO. He succeeds **Bill Robertson,** who announced his retirement after a 50-year labor career. Robertson was described in published reports as ''one of the more visible and more effective decision makers in the Los Angeles region.''

Several AFL-CIO headquarters departments announced staff changes or additions:

Mike Pomeroy is a new staff member in the AFL-CIO's Employee Benefits Department. Pomeroy attended Cornell University's School of Industrial and Labor Relations. He will be working on health care issues.

Nash Castaneda is a new employee of the George Meany Center for Labor Studies. He is based in the Community Services Department where he is developing AFL-CIO retiree clubs. Castaneda initiated a class-action suit in Chicago that resulted in striking Greyhound workers being awarded pension monies due them, UAW's Solidarity reported.

Rex Tingle joins the federation's Occupational Safety and Health Department as an industrial hygienist. Tingle will be responsible for OSHA reform and EPA issues. A graduate of Illinois State University, Tingle worked as an industrial hygiene manager for the University of Chicago before joining the AFL-CIO.

David Cohen is a new assistant director of the AFL-CIO Education Department. A Harvard law graduate, Cohen previously represented several unions for a D.C. law firm. In his new role, he will be responsible for formulating education policy for legislative issues, working on field activities and assisting with the department's newsletter.

Effective Aug. 1, **Edward Collins** will become an assistant national director in the AFL-CIO Department of Organization and Field Services. **David Gregory** will replace Collins as AFL-CIO regional director in Seattle. Gregory previously was director of the COPE region comprising California, Hawaii and Nevada.

The AFL-CIO's Union Privilege has awarded more than $100,000 in scholarships through its Union MasterCard program. Nearly 10,000 applicants, double the number of entries from last year, applied for the 63 scholarships. The winners represent 27 AFL-CIO unions and range from high school valedictorians to unemployed union members to students with disabilities.

Members of two Bakery, Confectionery and Tobacco Workers locals have designed a new chocolate bar. ''We Got It,'' a milk chocolate and almond bar, was introduced to Chicagoans in a downtown grocery store. Local 552 members created the candy bar, its wrapper and promotion. Local 12 workers in Pittsburgh actually produced the candy.

John Catsimatidis, chairman of Red Apple, Sloans and Gristedes Supermarkets, has announced he will not sell grapes at his 74 New York City stores. Catsimatidis was a longtime friend of the late Farm Workers President **Cesar Chavez,** and said his actions will send a strong message to growers that they must remove pesticides that could be harmful to farm workers and consumers.

The Farm Workers hosted a Mass and memorial celebration for 3,000 union members May 23 to honor **Robert F. Kennedy** in anticipation of the 25th anniversary of his assassination. The Kennedy family had asked **Cesar Chavez** to host one of the national events, and the UFW went ahead with the plans after Chavez's death. Also attending the Forty Acres gathering were new UFW President **Arturo Rodriguez,** UFW co-founder **Dolores Huerta, Helen Chavez** and other members of the Chavez family, and **Kerry Kennedy-Cuomo,** daughter of Robert F. Kennedy.

AWARDS

Rubber Workers President **Kenneth L. Coss** is to receive the City of Hope's 1993 ''Spirit of Life'' award at a dinner July 9 in Akron, Ohio. URW Vice President **J. Michael Stanley** and URW Secretary-Treasurer **Glenn Ellison** are national banquet co-chairmen for the dinner.

Food and Commercial Workers member **William R. Rittenhouse** has received The **Joseph A. Beirne** Community Services Award. Named for the late co-founder and longtime president of the Communications Workers, the award recognizes a labor leader who has rendered outstanding service as a United Way volunteer. Under Rittenhouse's leadership as executive secretary-treasurer for the Columbus-Franklin County (Ohio) AFL-CIO, contributions by local labor leaders have increased an average of 23 percent each year.

The Clothing and Textile Workers announced the winners of the 1992 **Sidney Hillman** awards, named for the first Clothing Workers president and given to journalists and writers who have investigated the growing economic disparities in the nation and the impact of the global economy on the American work force. The winners are: former Secretary of Labor **Ray Marshall** and **Marc Tucker** for ''Thinking for a Living: Education and the Wealth of Nations''; **Jonathan Schlefer** for ''What Price Economic Growth?'' in Atlantic Monthly; **Nancy Stancill** of The Houston Chronicle for the series ''Slaves to the Sale''; **John McChesney** of National Public Radio for a series on U.S. manufacturing; **Brian Ross** and **Rhonda Schwartz** of NBC's Dateline for a look at Wal-Mart's ''Buy American'' practices; and **Edwina Blackwell Clark** and **Mike Casey** from the Dayton Daily News for a series on housing.

UAW President **Owen Bieber** was honored for his work on behalf of American workers and his social activism on behalf of South African labor at the Bethune-DuBois Fund dinner June 9 in Washington. The fund provides programs that promote the interests of the African-American community.

The Ford Foundation has bestowed a $137,000 grant to the State and Local Government Labor-Management Committee to conduct symposia on seeking excellence in government. ''We're setting about to change the way government works, and this support from the Ford Foundation is a deeply gratifying endorsement of our approach,'' said **Al Bilik,** labor co-chair of the committee and president of the AFL-CIO Public Employee Department. Other member organizations are AFSCME, the AFT, Communications Workers, Fire Fighters, Teamsters, Professional and Technical Engineers, Operating Engineers, Police Associations, the Laborers and the Service Employees.

DEATH

Jonathan Eddy, who helped lay the foundation in the 1930s for what would become The Newspaper Guild, died while visiting relatives in Houston on June 2. He was 91.

Eddy served as the first paid officer for the Guild, taking a pay cut to leave his job as a leading reporter at the New York Times and became the full-time executive secretary of the New York Guild in 1934.

Years later founding Guild President Heywood Broun described Eddy as ''working at least a 16-hour day . . . and I rather imagine that when he went to sleep he dreamed about the Guild.''

''We are what we are, in large measure, because of the foundation he quietly laid for this great union,'' said TNG President Charles Dale.

He is survived by his wife, Maria del Rosario Ruiz de Rivas, six children and a sister, Polly Kline of Woodstock, N.Y.



Bill Burke/Page One Photography

Janos Enyedi, an artist and member of Graphic Communications Local 144-B, describes how he uses multimedia techniques to spotlight industrial workplaces. This work, "Furnace Road," was one of several displayed in "Made In America — Images of the American Industrial Landscape," showing recently in Washington, D.C.

Resources

CONFERENCES

The AFL-CIO's 31st National Conference on **Community Services** will be held July 18-21 at the Hyatt Regency Hotel in Washington, concluding with President Lane Kirkland's presentation of the Murray-Green-Meany Award, which this year is honoring Arthur Ashe, posthumously. Contact the AFL-CIO Department of Community Services, 815 16th St., N.W., Washington, D.C. 20006.

The **Asian Pacific American Labor Alliance** will convene its 2nd national convention in Los Angeles Aug. 19-21 at the Los Angeles Hilton and Towers. The convention will include a banquet honoring Asian Pacific American pioneers. Contact APALA at 1444 Eye St., N.W., Suite 702, Washington, D.C. 20005.

The **17th National Symposium on Workers' Compensation** will be held July 12-14 in New Brunswick, N.J. For more information on the symposium call 517/332-5266. For information on the availability of scholarships call Jim Ellenberger at 202/637-5206.

PUBLICATIONS

Collective Bargaining: How it Works and Why, by Thomas Colosi and Arthur Eliot Berkely, explains the process and the ways to resolve conflicts that arise at the workplace and the bargaining table. To order the book, contact the American Arbitration Association, Publications Department, 140 West 51st Street, New York, NY 10020-1203 or call 212/484-4011.

Pensions in Changing Capital Markets: A Report and Guidelines for Domestic and International Investment Issues is an AFL-CIO publication that includes the guidelines for pension investment and proxy voting for use by pension trustees and asset managers. For single copies, contact Toni Douglas at 202/637-5209.

House passes fairness bill; Senate is next

Continued from Page 1

Treasury Secretary Lloyd Bentsen of Texas, who both supported cloture, have left the Senate, replaced by Harlan Matthews (D-Tenn.) and Kay Bailey Hutchinson (R-Texas).

''The recent loss of a Democratic seat in Texas means finding the needed 60 votes will be tougher this year,'' McGlotten said. ''But a groundswell of support from back home will be a major influence on these senators. They should be asked to support cloture so that a minority of the Senate is not allowed to hold S. 55 hostage and keep it off the floor.''

The campaign for S. 55 will begin with a bang in Georgia and Oklahoma with rallies to protest the continued use of ''permanent replacements'' and to marshal support for the bill.

Graphic Communications Local 8-M members, with help from the Georgia and Atlanta AFL-CIOs, will rally June 30 in front of the American Signature plant in Doraville, Ga., to support striking workers there and call on Democrat Sam Nunn and Republican Paul Coverdell to support the bill.

The Oklahoma AFL-CIO will have a ''Push Broom'' rally at the Plumbers Hall in Muskogee July 10 to push Boren and Republican Don Nickles to support cloture and the bill.

The House on June 15 passed H.R. 5 by a 239-190 margin, with 221 Democrats, 17 Republicans and one independent backing the bill. Two weakening amendments, opposed by the AFL-CIO, were defeated overwhelmingly. Opponents of the bill voted against amendments to prevent suggesting any possible avenues of compromise when the bill reaches the Senate.

During floor debate, the bill's sponsor, Rep. William Clay (D-Mo.), said ''permanent replacement'' of strikers ''is the equivalent of a nuclear first strike,'' Clay said. ''One side is encouraged to believe it will prevail by wiping out the other side. In fact, both sides lose. It is time to end this insane practice.''

''If this nation is to prosper in the future, we can no longer tolerate a policy that both encourages employers to promote labor disputes and turns such disputes into an economic life-or-death battle for both workers and employers,'' he said.



John R. Oravec/AFL-CIO News

Longshoremen picket outside the Washington headquarters of the U.S. Chamber of Commerce to counter that group's campaign against the Workplace Fairness Bill. The House passed H.R. 5 a few days later.

Chicken firm given orders to bargain

Continued from Page 1

2008 President Cecil Casey. ''Tyson ran an underhanded and dirty campaign.''

Before Tyson bought the Dardanelle plant in 1983, the union had been voluntarily recognized by the previous owner since the 1960s. But Tyson, which has some 58 union and non-union processing plants in 18 states, imported an anti-union corporate climate.

''They thought since we had lost some membership, they could kick us out when our contract was up for renewal,'' said Casey. ''Tyson used threats and coercion to bully workers into signing a decertification petition.''

Tyson will not own up to union busting, but company spokesperson Archie Schaffer said Tyson will comply with the NLRB order at the Dardanelle plant. ''We felt it was in the best interest of our people and everyone involved not to go further with pursuing legal remedies,'' he said.

The company has passed out handbills to the 1,100 members of the local saying Tyson will recognize the union, in compliance with the order. That acceptance notice also must be posted in the plant.

''Workers want a voice in what happens to them at work,'' said Casey. ''Money wasn't the issue. The big issue was over just having a contract and the ability to grieve with an employer on issues.''

INSIDE

VOLUME 38, NUMBER 14
JUNE 28, 1993

AFL-CIO NEWS

1 ***Enforcement missing from NAFTA proposals***
The AFL-CIO tells the U.S. Trade Representative that side provisions to the North American Free Trade Agreement now being negotiated appear to be ''political window dressing.''

2 ***Unions seek action on defense conversion***
The government must create new jobs and retrain workers to prevent the massive dislocation and economic turmoil from defense spending cuts, labor leaders told Congress.

4 ***AFL-CIO, HUD open National Partnerships***
The AFL-CIO investment trusts and the Department of Housing and Urban Development launched a $1.2 billion partnership to generate new jobs and build affordable housing in 30 cities.

6 ***Health care panel studies workers' comp***
The White House Task Force on Health Care Reform is considering a labor-supported proposal to integrate the workers' compensation into the national health care system.

7 ***UMWA broadens coalfield strike***
Mine Workers are expanding the selective strike against members of the Bituminous Coal Operators Associations, with 14,000 UMWA members from six states now on picket lines.

8 ***Turbulence hits Northwest, Alaska Air***
Unions calls on Northwest Airlines to resume bargaining after IAM members reject a proposed contract; Alaska Air Flight Attendants begin ''inside'' campaign for new pact.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

6/28/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS



Buyers beware: The products they choose may be ill-gotten. **Page 2.**

VOLUME 38, NUMBER 15 JULY 12, 1993



Bill Cozzens/CWA

More than 600 unionists and their allies rallied for passage of S. 55 in Doraville, Ga.

'Too risky to go on strike'

Flight Attendants struggle shows need for new law

By James B. Parks

The plight of 1,600 Flight Attendants working at Alaska Air dramatically demonstrates the need for the protections afforded by the Cesar Chavez Workplace Fairness Bill, S. 55, which would ban the ''permanent replacement'' of striking workers.

After almost three years of fruitless negotiations, AFA members voted in a mail ballot to authorize a strike against Alaska Air. But they decided to remain on the job and to use a series of on-the-job actions to try to get management to bargain seriously instead of concentrating on busting the attendants out.

''An all-out strike without protections would just be too risky,'' said Mary Jo Manzanares, an AFA spokesperson. ''Our members would lose their jobs. We don't have the protection we need to play on an equal footing.''

The threat of ''permanent replacement'' is being wielded against the AFA members just as it has been used against other union members in other negotiations and is a serious threat to the entire collective bargaining process.

''When employers can come to the bargaining table and say, 'accept my terms or you'll be out of a job,' then there is no real cooperation, no empowerment and no involvement,'' AFL-CIO President Lane Kirkland has said. ''It's only master and servant.''

That damage to worker-employer relations from the implied or threatened use of permanent replacements, Kirkland said, is ''precisely the consequences that the labor laws are intended to prevent.''

The Seattle-based Alaska Air has been advertising for replacement workers in case of a strike and a company spokesman said the replacements would be hired on a permanent basis.

The AFA said its members are urging their friends and relatives to apply for the replacement jobs in an

Continued on Page 3

U.S. timber plan will cost 85,000 jobs

By Muriel H. Cooper

Unionists were disappointed and angry after President Clinton announced a timber preservation plan for the Pacific Northwest that will cost 85,000 jobs in the paper products, forest products, housing and transportation industries.

The ''Option 9 '' plan would limit logging on federal lands to an annual average of 1.2 billion board feet, a level that is two-thirds below the figure at the height of timber cutting in the late 1980s.

In a letter to Clinton prior to the announcement, AFL-CIO Secretary-Treasurer Thomas R. Donahue had warned that Option 9 ''would result in the loss of approximately 85,000 forest products-related jobs in the region alone.''

In a joint news conference with representatives of the forest products industry, the federation said it would continue to work for a legislative solution that would strike a balance between the environmental needs of wildlife habitat and the economic needs of Northwest communities.

''The AFL-CIO is disappointed in the administration's decision to back a forest management plan that causes such unnecessary hardship to so many people,'' said Jay Power, an AFL-CIO legislative representative.

Power said the AFL-CIO would continue discussions with House Speaker Thomas S. Foley (D-Wash.) and the Northwestern congressional delegation to find an ecological and economic balance. Foley has expressed his opposition to Option 9 and indicated his desire to develop legislation that would forge a permanent solution.

To cushion the blow of lost jobs, Clinton promised more than $1 billion in economic assistance to the

Continued on Page 4

NAFTA pollutes

Federal judge affirms it

By Candice Johnson

A federal court judge has thrown up a roadblock to the proposed North American Free Trade Agreement by ruling that the pact cannot be implemented without a government assessment of its likely environmental impact.

Because NAFTA ''may worsen the environmental problems already existing in the U.S.-Mexico border area,'' U.S. District Court Judge Charles Richey said, the Clinton administration must prepare an environmental impact statement on the proposed agreement.

The ruling came in a lawsuit filed by Public Citizen, Sierra Club and Friends of the Earth — groups that have worked in coalition with the AFL-CIO against the flawed agreement negotiated by the Bush administration.

Richey said Bush administration negotiators violated the law by negotiating and approving the agreement last year without first reviewing the likely environmental impact, a step required by the National Environmental Policy Act and the Administrative Procedures Act.

The Clinton administration is appealing the court ruling while continuing to negotiate side

Continued on Page 6

Dead chicken confirms it

A chicken that drank from a contaminated canal at a maquiladora industrial park, then dropped dead in front of a U.S. congressional delegation, tells a lot about the flawed North American Free Trade Agreement.

The chicken, one of a number of livestock raised around the polluted stream in Matamoros, Mexico, gagged and coughed up blood before keeling over at the feet of Rep. Marcy Kaptur (D-Ohio).

''This really tells the story,'' said Kaptur, who was leading the fact-finding delegation of female House members. Kaptur was taking samples from the polluted canal when the bird provided the fatal demonstration.

Analysis of samples collected by Kaptur show the presence of mercury, benzene, toluene, ethyl benzene, xylenes, sulfur dioxide and methyl mercaptan, among other pollutants, said Ed Feigen, an AFL-CIO representative who accompanied the delegation.

Maquiladora plants, most of them transplanted from the United States in search of cheap labor and few environmental controls, dump chemicals and other wastes into streams that run alongside the hovels where workers live.

Much of the toxic effluent finds its way to the Rio Grande, which the environmental group American Rivers recently described as a ''virtual cesspool.'' Estimates for projects to provide sewage treatment and clean drinking water in the border area range between $2 billion and $4 billion.

POINT OF VIEW

Buyers should know about exploitation

By Lane Kirkland

American business executives and, yes, American consumers cannot run from their share of responsibility for the horrific deaths of some 240 workers, and the injuries to some 500 more, in the May 10 toy factory fire near Bangkok, Thailand.

Why? Because those workers were producing the toys that end up in American households with the brand names of more than a dozen U.S. companies, including Tyco, Fisher-Price, Hasbro, Gund and J.C. Penney. Moreover, they were working long hours at low wages in what witnesses have described as a fire trap — a factory with grossly inadequate fire alarm, sprinkler and escape systems.

Unfortunately, the Thai factory, owned by Kader Enterprises of Hong Kong, was typical of many such plants located in low-wage countries of the Far East. A few years ago, Business Week described another Kader factory — this one in the People's Republic of China — as working its employees (some of them underage) 14 hours a day, seven days a week to fulfill pressure from U.S. toy companies to fill Christmas orders for Teddy Ruxpin and Mickey Mouse dolls.

When the Chinese government — which is not especially renowned for its social conscience — objected to these conditions, a Kader executive said: ''We told them, this is the toy biz. If you don't allow us to do things our way, we'll close down our Chinese factories and move to Thailand.''

And that, tragically, is the situation today. American business executives call this ''staying competitive in the world economy.'' But it's really human exploitation in its crudest form, pitting low-wage countries against each other until factory wages and standards resemble those of America's early Industrial Age.

As with previous accusations about working conditions in Far East factories, the aftermath of the Bangkok fire has brought more handwringing from U.S. toy executives. They say they cannot control their ''subcontractors'' in far-off lands. They point to the Thai labor laws and say it's up to the local government to enforce them.

What they're not saying is that cheap, often underage labor and dismal working conditions are what their suppliers were seeking in the first place in order to gain a ''competitive edge.''

These good gentlemen of commerce have shown time and again that they prefer the ''order'' and ''stability'' of dictatorships to the unpredictable outcomes of democracy. Workers who face jail, torture or even death if they speak out for better conditions display an admirable ''industriousness.''

Two years ago, when tanks rolled in the streets of Bangkok during a military takeover of the government, the executive director of the U.S. Chamber of Commerce in Thailand greeted news of the coup by saying, ''It's a great leap forward to a better, Thai-style democracy.''

American consumers, who have shown great and commendable resourcefulness in using their buying power to save animals and rain forest plants, should be outraged by the atrocities that are being inflicted upon human beings in the name of ''international competitiveness.''

If whales can be protected by international agreements, certainly humans should be.

Amid the rhetoric of ''open markets'' and its implication for the lives of real people, we must insist that the benefits and opportunities of our society are based on an implicit bargain: If some are to enjoy the standards and conditions of American life and liberty, we must defend the right of others to have the same.

We could make a good start toward this ideal by insisting that an unfair labor practice is an unfair trade practice — and making all our trade agreements reflect that.

More than 80 years ago, American labor and social reformers were stirred to action by the deaths of scores of young women in a fire at the Triangle Shirtwaist factory in New York City. America should not put profit ahead of human life and decency, they said.

As U.S. laws have fulfilled that aim here, American manufacturers and retailers have gone offshore to avoid those standards. It is time once again to ask: How many more people must work themselves to death before those who ultimately profit from this misery are held accountable?



A Thai official picks through charred toys, some bearing labels from American toy companies, following a fire that killed 240 workers.

Extend social net, labor urges

A redirection of government programs to better serve the needs of the unemployed is key to helping those out of work become self-sufficient, the AFL-CIO told a recent forum.

''We should revitalize the unemployment insurance system so that it fulfills its goal of providing adequate wage replacement while a person finds a new job or is called back to the old one,'' said Mary Logan, assistant director of the AFL-CIO Employee Benefits Department.

''We should adequately fund and properly staff state employment service offices so they become something more than a place to go to be told there are no jobs available,'' she said in remarks to the ''Hunger Forum: Agenda for the Future.'' Less than 3 percent of those going to such state offices receive any guidance at all, she noted.

The one-day forum, chaired by Secretary of Agriculture Mike Espy, featured panels on the extent and consequences of hunger, access to a healthy diet, empowerment and self-sufficiency and priorities for change. Espy and President Clinton have made the elimination of hunger a top priority.

Logan called for the removal of harsh eligibility restrictions that shut out millions of unemployed Americans from such assistance as the Food Stamp Program, which is unavailable if the family has more than $1,500 in resources and a car or truck valued at more than $4,500.

''We should also realistically address the fact that mothers and fathers who are out of work and poor will simply not be able to return to work or receive training if they do not have help with full-day, full-year child care,'' said Logan, who urged the full funding and effective administration of the Child Care and Development Block Grant of 1990 and transitional child care component of the Family Support Act.

Requiring people to remain out of work and unable to support their families for years to fit the label of ''truly needy'' is a travesty, she said. ''Common sense tells us the longer people suffer, the more difficult their problems become and the more complicated and expensive they are to solve.''

Logan pointed out the fallacy of the assumption that a large portion of welfare recipients can move off the rolls into entry-level jobs, since many of those jobs now are filled by steelworkers or machinists or other skilled workers themselves victims of the nation's eroded industrial base.

She urged the group to identify and promote successful programs like ''Cleveland Works.''

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 15 ® 3 MONDAY, JULY 12, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia

LEGISLATION

AFGE attacks double burden on workers

By Sharolyn A. Rosier

Government Employees from across the country expressed their anger and dismay to Congress over the proposed federal budget that imposes a one-year delay on their locality pay adjustments.

''Federal employees and retirees have given up $163 billion in lost compensation since 1981 in the name of 'deficit reduction,''' AFGE President John Sturdivant told the union's June 28-29 legislative conference.

''Yet today they still face the threat of additional cuts in pay and compensation while being asked to bear the same proposed tax burdens as other Americans,'' Sturdivant said.

Pointing to the pledge made to federal workers to implement locality pay in 1994, Sturdivant said Congress ''must begin implementation of locality pay in 1994 to bring federal pay in line with the private sector.''

Rep. Steny H. Hoyer (D-Md.) told the conference that, while President Clinton's economic proposal focuses on the right issues, he does not agree with ''bringing down the federal deficit on the backs of federal employees.''

Hoyer called on the president and Congress to improve the 30.24 percent disparity between federal-sector and private-sector pay by budgeting a locality pay increase in 1994.

The administration spokesman, Office of Personnel Management Director James B. King, assured the conference that if federal employees are forced to take pay cuts, then ''contractors will have to feel their share of the bite first.''

King promised to establish a labor-management committee for federal workers and to reduce contracting out.

Sturdivant said at a press conference that AFGE would cooperate fully with Vice President Gore's ''reinventing government'' ideas provided the new administration is making a commitment ''to fundamentally change the federal workplace and not just to tinker around the edges.''

But, he said, ''management should find the person who proposed tying locality pay to performance and lock them up.''

''We made no big stink about the Clinton administration's proposal to cut 100,000 federal jobs because we know that when you have a supervisor for every five workers, you have a system than can stand some cutbacks,'' Sturdivant said.

During the legislative conference, hundreds of AFGE members also met with members of Congress to express their frustration and dismay at the budget proposal to delay locality pay.

A few days prior to the conference, two AFGE members also gave Vice President Gore a bitter assessment of the treatment federal employees are receiving. At a townhall meeting in Philadelphia, they pointed out that the freeze was ill-timed and accused the Clinton administration of giving them ''the same shabby treatment'' they got from Republican administrations.

Sturdivant, testifying July 1 before the House Post Office and Civil Service subcommittee on compensation and employee benefits, said that ''the performance evaluation system for federal employees is in direct conflict with the recommendations of the Federal Employee Pay Comparability Act-inspired joint study of the issue.''

''Systems that focus too strongly on individual performance have the tendency to undermine organizational effectiveness, as workers see one another as competitors for scarce merit-pay dollars,'' he added.



Bill Burke/Page One Photography

AFGE President John N. Sturdivant testifies before Congress on the need for fairness in federal employee benefits.

Labor rallies support for striker bill

Continued from Page 1

effort to thwart the hiring process. ''The company will never be sure whom they are hiring,'' said Gail Bigelow, president of the AFA's Alaska Air Master Executive Council.

AFA members have dealt with the threat by developing ''CHAOS,'' or ''create havoc around our system.'' Through sporadic activities that stop service for 30 minutes, for 30 hours or on specific routes, the attendants hope to affect service, although no flights have been grounded by the AFA actions, Manzanares added.

The attendants also are enlisting passengers in the campaign through leafleting and the giving away of ''CHAOS'' frisbees to children in airports. AFA is asking adult passengers to not fly Alaska Air until the dispute is settled via Passengers Assisting Labor (PAL) cards which the passenger returns to the attendants on the planes.

The company imposed 118 pages of new working conditions after the June 19 expiration of a cooling-off period in negotiations. With the end of the cooling-off period, the union became free to strike and the company to implement new contract terms.

No new talks are scheduled in the negotiations that began in August 1990. The two sides have been talking for the last 18 months under the auspices of the National Mediation Board.

Some provisions of the new work rules ''are much worse than their last offer'' for a new contract on the table when negotiations broke off, Manzanares said.

Trade unionists have been alerted throughout the country to contact key senators through letters, phone calls, post cards, telegrams or personally and urge them to support S. 55.

In preparation for a Senate vote this summer on S. 55, labor sent that message during rallies in Georgia and Oklahoma, urging senators to restore a measure of balance in labor-management relations by passing the bill.

More than 600 trade unionists, religious and civic leaders and their supporters took part in a rally for striking members of Graphic Communications Local 8-M June 30 at the American Signature plant in Doraville, Ga.

Rev. Joseph Lowery, president of the Southern Christian Leadership Conference, told the marchers that democracy is threatened when the balance between labor and management is upset.

Other speakers included GCIU Vice President Charles G. Ellington, Georgia AFL-CIO President Herbert H. Mabry, Atlanta AFL-CIO President Stewart Acuff, AFL-CIO Region V Director Ron Martin, Local 8-M President Hal Landis and Rev. James Orange, organizing coordinator for the AFL-CIO Industrial Union Department.

The Oklahoma AFL-CIO was scheduled to hold a ''Push Broom'' rally in Muskogee July 10 to push for support for cloture and S. 55 vote from its senators, neither of whom supported cloture last year.

Reflaggings spur move to save maritime jobs

By Mike Hall

A bipartisan coalition of House members has introduced legislation to reverse the decade-long decline of the nation's maritime industry after two major U.S. operators announced plans to reflag their vessels under foreign banners.

The move was the second hit the industry has taken in recent weeks. The first came when the Clinton administration indicated it may allow the long-standing operating differential subsidy (ODS) program to expire.

The June 29 announcements by SeaLand Services Inc. and American President Lines to place at least 20 of their current ships under the Marshall Islands' flag would cost about 700 shipboard jobs, maritime union officials said. Since 1981, more than 60,000 shipyard jobs have been lost and 40 yards closed.

The reflagging ''has serious implications for this nation because if it materializes, it will weaken the nation's employment bases and diminish its economic security,'' said Michael Sacco, president of the AFL-CIO Maritime Trades Department.

By reflagging, the companies will be allowed to hire crews from underdeveloped nations and pay Third World wages. In addition the move will allow SeaLand and APL to avoid strict U.S. safety regulations and tax laws.

APL was in the midst of contract talks with its maritime unions when the company announced its decision to reflag seven of its 15 ships in the Pacific trades, along with six new ships scheduled for delivery in 1995.

SeaLand, which plans to reflag 13 vessels, had just reached an 18-month contract agreement with the Masters, Mates and Pilots, an affiliate of the Longshoremen, that contained significant concessions by the union.

MMP President Capt. Timothy Brown said he was disappointed in SeaLand's action. The union accepted the concessions ''believing and expecting that others will also make the sacrifices necessary to maintain, not decrease or eliminate the U.S.-flag presence,'' he said.

The reflagging decision could serve ''as a shot across the bow of the administration and Congress to find a workable solution for the nation's troubled maritime industry,'' said Rep. Gerry E. Studds (D-Mass.), chairman of the House Merchant Marine and Fisheries Committee.

The maritime recovery package consists of three bills. H.R. 2151 would replace the current ODS program with a scaled back version. The program would help ''offset the cost advantages enjoyed by foreign vessel operators who do not have to meet or comply with standards or requirements comparable to those imposed on United States-flag vessel operations,'' the maritime unions said in a statement to the committee.

H.R. 2152 would encourage the purchase of U.S. built vessels for the domestic trades by changing the tax laws on capital construction and by allowing quicker vessel depreciation. Studds said the changes are designed to offer incentives to U.S.-flag owners ''to build new passenger vessels and environmentally safer-double-hulled tankers.''

H.R. 2547, which was approved by the Merchant Marine Committee, would offer loan guarantees to facilitate the construction of ships for export and to help modernize the yards. It also would create a joint Defense/Transportation Department technology development program which includes funds for defense conversion projects.

Jobless figures show stalled economy needs jolt

By James B. Parks

June's unemployment figures show the nation's economy is still stalled and badly in need of stimulus, the AFL-CIO said.

Unemployment for June rose to 7 percent, up from 6.9 percent in May, the Bureau of Labor Statistics reported. Before May, the jobless rate was stuck at the 7 percent mark for three consecutive months.

The number of employed people was virtually unchanged at 119.2 million, while the number of unemployed jumped by 50,000 to 8.9 million.

On top of the officially unemployed, there were 1.2 million discouraged workers and 6.3 million involuntary part-time workers, for a total of 16.4 million — or one in every eight workers — unemployed or underemployed, AFL-CIO economist Markley Roberts pointed out.

''These figures point up the folly of the congressional jettisoning of President Clinton's economic stimulus package and the continuing damage caused by the national failure to face up to our foreign trade problems,'' the AFL-CIO said in a statement.

''These figures point up the folly of the congressional jettisoning of President Clinton's economic stimulus package and the continuing damage caused by the national failure to face up to our foreign trade problems.''

— AFL-CIO statement

President Clinton recently signed a scaled-down version of his jobs package that is unlikely to provide any economic stimulus at all. It includes $220 million for summer jobs, $150 million for grants to state and local governments to enhance public safety by hiring more police officers, $341 million for student aid and $175 million to support small business loan guarantees.

June's job gains mainly were in part-time work and were offset by the loss of 53,000 manufacturing jobs. This is the fourth consecutive month of a decline in manufacturing jobs. Since January 1989, some 1.7 million manufacturing jobs have been lost, Roberts said.

Factory job losses were widespread, but were particularly evident in aerospace and electronics, down 9,000 and 8,000 respectively.

Payrolls expanded by a mere 13,000, including a 56,000 jump in services and 26,000 in wholesale and retail trade. But manufacturing and construction workers dropped by a total of 59,000.

Four large states had jobless rates above the national average — California at 9.1 percent, Illinois at 8 percent, New York at 7.8 percent and Michigan at 7.3 percent. The rate in Texas and Florida was 7.0 percent.

''Over the course of this year, employment has increased moderately, but in fits and starts. We can't be satisfied with a labor market in which more than 16 million Americans remain unemployed or underemployed,'' Labor Secretary Robert Reich said.

Roberts noted that since March 1991, the low point of the Bush recession, the slow-growth economy has created 1.7 million jobs. But in a similar period of 27 months after the 1981-82 recession, there was a gain of 7.7 million jobs. The payroll total in June is only 143,000 more than it was before the 1990-91 recession in June 1990.

The small rise in the jobless rate, ironically, was not high enough to prevent the Labor Department from reducing benefits for the long-term unemployed who have been unable to find work for months.

Under the federal Emergency Unemployment Compensation legislation, benefits would be reduced to 10 or 15 weeks from the current 20 to 26 weeks if the national jobless rate is below 7 percent for two consecutive months.

The department apparently used the average rate for May and June, rather than the actual rates. AFL-CIO President Lane Kirkland wrote Reich urging him to rescind the department's interpretation of the law, thereby releasing the funds.

Inbrief

Most NABET locals ratify ABC contract

Fourteen of 15 bargaining units of the Broadcast Employees have voted to ratify a new four-year contract with Capital Cities/ABC and provisions of the agreement went into effect June 12, although it remains unsigned.

The contract contains an immediate 5 percent bonus, a 3.5 percent increase in the second year, 3 percent in the third year and 3.5 percent in the fourth year. It is effective through March 31, 1997.

Local 16 in New York City has not ratified the agreement so the union has delayed signing it. Capital Cities/ABC has implemented provisions of the master agreement excluding the wage increases until the agreement is signed.

In a joint statement, NABET President James Nolan and Capital Cities/ABC Vice President of Labor Relations Jeffrey Ruthizer described the contract as ''fair for both parties.''

''The contract provides needed competitive relief for the company in a number of important areas, while at the same time providing vital protections to the employees and significant improvements in a variety of areas,'' the statement said.

Local 16 rejected the agreement and requested another ratification vote. But the NABET executive council denied the request because it ''would be illegal, improper and in violation of the constitution of NABET.''

Contract talks began Jan. 11 in San Francisco with subsequent bargaining sessions in Los Angeles, Chicago, New York and Orlando.

The contract covers more than 2,700 NABET members including engineers, newswriters, producers, publicists, couriers and other personnel employed by ABC in New York, Washington, Chicago, Los Angeles and San Francisco, as well as news bureaus in Atlanta and Miami.

NCR worker panels draw NLRB complaint

NCR Corp.'s Dayton, Ohio, facility unlawfully dominated the ''satisfaction councils'' it established to attend to workers' grievances, a National Labor Relations Board complaint contends.

The complaint, which will be heard by an NLRB administrative law judge, was issued by the NLRB's Cincinnati office based on charges filed by the National Association of NCR Employees, an associate member program of the Communications Workers.

NCR's satisfaction councils and quality information councils deal with NCR employees on grievances, labor disputes and terms and conditions of employment, the complaint found.

But these councils are completely controlled by management, so working on such topics violates the section in the 1935 federal labor law that prohibits employer-dominated ''company unions,'' which are used to thwart employees' desires to form organizations of their own choosing.

CWA Local 4322 set up the associate member program after losing a February 1992 election in a unit of 108 engineers at NCR, which is an affiliate of AT&T.

Justice for Janitors wins D.C. settlement

The Service Employees Justice for Janitors campaign won a victory in Washington, D.C., when a building association agreed to pay $105,000 to SEIU Local 82 to settle a lawsuit stemming from the employer's efforts to ban union supporters from office buildings.

The settlement by the Apartment and Office Building Association of Metropolitan Washington ''exhausts AOBA's annual legal fund and we hope office building owners and tenants will find better uses for their money than to finance further anti-union activities,'' said Jay Hessey, executive director of SEIU Local 82.

''Between all parties, hundreds of thousands of dollars in totally avoidable legal fees have been spent,'' he said.

The union filed suit against AOBA in October 1988 under the District of Columbia's Human Rights Act. Through its law firm, Arent-Fox, AOBA tried to stop the Justice for Janitors campaign in the Washington area by urging its members to issue ''banning notices'' against participants in the campaign.

In 1989, Superior Court Judge Henry Kennedy ruled the AOBA banning letters violated the D.C. Human Rights Act and ordered the association to rescind the ban. After AOBA motions for reconsideration were denied, the case was set for trial on damages and AOBA subsequently agreed to settle out of court.

In a letter to AOBA members following the settlement, the union urged office building owners and cleaning firms to reject the ''Arent-Fox-crafted message'' as the ''only public voice of the real estate industry.''

In its five-year campaign in Washington, SEIU has organized some 1,000 janitors who clean the city's commercial office buildings.

ULLICO gives 'Freedom' to senior homeowners

A new program will allow senior citizens to reap the benefits of homeowner equity.

Under the ''Freedom'' program of the Union Labor Life Insurance Co. (ULLICO), homeowners can receive a lump sum payment by pledging up to 75 percent of the value of their home. That money may be reinvested in annuities paying a regular income or used in any other way chosen by the homeowner.

The program ''gives seniors a way to use the home equity they have accumulated over the years to enhance the quality of their lives in retirement,'' said Robert A. Georgine, chairman and chief executive officer of ULLICO. ''It does so without locking them into their homes or imposing restrictions'' on the money.

ULLICO is offering the program through a joint venture with Freedom Home Equity Partners of Irvine, Calif. The equity conversion plan initially will be available only in California, although expansion is planned.

The program includes low loan initiation and servicing fees and an extensive counseling program. More information is available from Freedom Home Equity Partners at 1-800-637-3336.

Timber plan jeopardizes more jobs

Continued from Page 1

region, as well as a plan to implement the cutbacks in phases that would allow loggers to start this year with a harvest of about 2 billion board feet.

Analysts from the Carpenters said the assistance package simply rejuggled existing programs and wouldn't do much to ease the suffering. And Paperworkers President Wayne E. Glenn termed the assistance package ''even more disappointing than the selection of Option 9.''

''This plan, if implemented, will be a slow death with no funeral for timber-dependent workers — providing only seasonal, part-time, low-wage and/or low-skill jobs to workers displaced by this plan,'' said Glenn, an AFL-CIO vice president.

The plan was not the balanced solution that unionists or their allies expected to hear after Clinton attended an April forest management conference in Oregon.

''We were looking for the president to develop a policy that would protect jobs and the environment,'' said Mike Draper, representing the Carpenters' Western Council of Industrial Workers. ''By adopting Option 9, the president has abandoned us.''

The battle over the economy and the ecology in the region already has cost 20,000 jobs alone in the past two years. Many of the rural communities in Oregon, Washington and Northern California totally depend on the timber industry.

''The administration doesn't account for the secondary impact on school systems, local retail stores and car dealerships,'' said R. Denny Scott, an economist with the Carpenters.

Donahue, in his letter to Clinton, also noted the collateral damage that the timber restrictions could have.

''This proposal will dramatically increase the cost of new homes, pricing many first-time buyers out of the market and threatening any chance for an economic recovery spurred by your economic plan,'' Donahue wrote.

Pilots seek major stake at Northwest

By Candice Johnson

The Air Line Pilots reached an agreement with Northwest Airlines that bails out the ailing airline and gives workers a major stake in the carrier's success.

The settlement provides a 30 percent share of the preferred stock with provisions for conversion to common stock; three seats on Northwest's board of directors for union representatives; and a substantial restructuring of the airline's debt — a key union concern.

In exchange, pilots will provide $365 million in wage reductions and work rule changes over the next three years, with other Northwest unions to invest nearly $600 million in similar wage and work rule changes. ALPA represents some 5,300 pilots at Northwest.

The settlement was ratified by a 24-1 vote of ALPA's Northwest master executive council but also must be ratified by the carrier's five other unions — Machinists, Teamsters and Transport Workers, as well as the unaffiliated Meteorological Association and Aircraft Technical Support Association.

The IAM and IBT, bargaining together, earlier had reached a tentative settlement with Northwest that was voted down by IAM members. Mail balloting by the Teamsters was halted after the IAM rejection vote. The unions now are reviewing the ALPA settlement.

''We are hopeful that the variation negotiated by the Pilots will meet our members' needs,'' IBT Local 2000 President Mary Don Erskine said. ''If so, we expect to recommend ratification to our members.'' The IBT represents nearly 9,000 flight attendants and the IAM represents some 23,000 workers.

A key provision for ALPA was restructuring of Northwest's more than $4 billion debt, which resulted from its acquisition in a leveraged buyout in 1989 and included a payment of more than $1 billion due next year. The agreement with ALPA calls for payments to be rescheduled over a four-year period.

The agreement would give the unions three seats on the 15-member board of directors, with a ''super-majority'' voting rule in place that could give a minority veto power on purchase, financial and leadership decisions. The settlement also includes a bylaws change guaranteeing worker participation in corporate governance and job security provisions.

The settlement came on the heels of a report that the commission established by President Clinton to study problems in the airline industry is considering recommending that employee ownership ''be encouraged with some form of government guarantee to secure their investments.''

The commission also is looking at financial standards, tax concerns and other measures with recommendations due to the White House and Congress in late summer. Union members on the panel are ALPA President J. Randolph Babbitt and IAM Vice President John Peterpaul.



Johnny A. Knox/SEIU

A mock funeral outside the Los Angeles County Hall June 25 mourned the death of local government services because of budget cuts. Listening to Juana Gutierrez, head of the Mothers of East Los Angeles, are Gilbert Cedilla, general manager for Service Employees Local 660; Jackie Goldberg, L.A. councilwoman; Phil Ansell, field representative for SEIU Local 535; and the Rev. James Lawson of Holman Methodist Church.

UMWA gains pact with independent group

By James B. Parks

The Mine Workers and an independent group of coal operators reached what they described as an ''historic agreement'' that gives union workers new authority and responsibility over their work through a cooperative labor-management process.

The agreement covers 7,500 miners in Alabama, Pennsylvania, Virginia and West Virginia and involves Drummond Co., Jim Walter Resources Inc., U.S. Steel Mining Co. and Westmoreland Coal Co., all members of the Independent Bituminous Coal Bargaining Alliance (IBCBA).

''This pact is a milestone in the history of labor-management relations in the coal industry,'' said UMWA President Richard L. Trumka. ''The IBCBA companies have decided to join with us to end the traditionally hostile relationship between miners and coal operators.''

The agreement does not affect the UMWA's selective strike against the larger Bituminous Coal Operators Association. Some 14,000 miners are on strike in six states over the owners' refusal to negotiate in good faith and other unfair labor practices.

That strike, which began in May, has drawn attention from the International Confederation of Free Trade Unions. An ICFTU delegation has requested a meeting with BCOA's chief negotiator Bobby Brown.

The delegation, headed by General Secretary Enzo Friso, will meet July 14-15 with UMWA members at mines operated by the two largest coal companies, Consol Energy Inc. and Peabody Holding Co.

They also will meet with members of the Congressional Coal Caucus in Washington July 16.

Besides Friso, the delegation includes Michael Boggs, general secretary of the International Federation of Chemical, Energy and General Workers; Peter Michalzik, general secretary of the Miners International Federation; and a representative of the British Trade Unions Council.

''This pact is a milestone in the history of labor-management relations in the coal industry. The IBCBA companies have decided to join with us to end the traditionally hostile relationship between miners and coal operators.''

— Richard L. Trumka
UMWA president

The new UMWA contract with the IBCBA will run for one year or until 30 days after the union reaches agreement with the BCOA, whichever comes first. The agreement was reached June 30 and does not require membership ratification.

On the expiration of the contract, the IBCBA operators will have the option of negotiating a new contract or adopting the terms of the BCOA agreement. If the economic package of the BCOA pact is adopted, it will be retroactive to Feb. 1, 1993, when the 1988 BCOA national contract was set to expire.

The agreement includes new provisions covering job security, medical benefits and cooperative labor-management processes. It calls for a new managed care medical benefits program that is intended to continue the current level of benefits while reducing costs.

The agreement also calls for ''all job openings at existing, new or newly acquired mines'' to be filled first by active or laid-off UMWA miners, the union said. This type of job security is a major sticking point in the union's negotiations with the BCOA.

Chief IBCBA negotiator H. Douglas Dahl said the new cooperative approaches would result in hourly workers and supervisors ''making calls that traditionally have been made by upper levels of management. Forging these new relationships will be challenging, but both parties believe that success in this effort is absolutely essential.''

''This agreement is based on mutual respect and it marks the beginning of what I hope will be a new, enlightened and cooperative era that recognizes the contribution our members can make to improve the safety, productivity and competitiveness of IBCBA-represented mines,'' Trumka said.

Dahl agreed. ''Productivity is the key to competing in this global economy and employees who have job security are the most productive workers. Workers who don't have to worry about losing their job opportunities when they exhaust a mine's coal supply can become even more secure and productive employees.''

Trumka, who likened current U.S. labor-management relations to two billy goats butting heads until both walk away with a headache, said both sides should work together as equal partners to improve productivity. But that can only be accomplished, he said, if impediments to trust, such as lack of job security and the right of employers to ''permanently replace'' strikers, are removed.

NAFTA pollutes

Continued from Page 1

agreements on labor and environmental standards, which the president has said must be in place before he submits implementation legislation for the NAFTA.

The AFL-CIO, which has criticized the current side agreement proposals as inadequate, welcomed the court ruling.

"The issues and questions outlined by Judge Richey are very similar to the concerns the AFL-CIO has been raising about NAFTA for some time," said Mark A. Anderson, director of the federation's task force on trade.

But while the development of an environmental impact statement will bring these and other concerns to public attention, he said, "it would be helpful if there were some legal requirement for an employment impact statement." Economic studies indicate a loss of as many as 500,000 U.S. jobs if NAFTA is implemented.

The AFL-CIO's "Not this NAFTA" message is being taken to state fairs, union conventions, rallies and other events, with union families and supporters signing the petition that calls on President Clinton and Congress to dump NAFTA.

Petitions are being sent to the AFL-CIO or are being collected by affiliates to be added to the federation's count.

The Washington State AFL-CIO, in a variation on the petition drive, is distributing postcards that union members and supporters can address to their state's U.S. senators and representative. The state AFL-CIO will deliver the cards this fall to the home offices of the congressional delegation.

As the campaign continues, a growing number of congressional representatives are hearing the "Not this NAFTA" message.

Rep. David E. Bonior (D-Mich.) has called NAFTA "a disaster for the environment and a disaster for jobs" and expressed his view that "NAFTA can't be fixed" because the jobs and environmental concerns are too great.

Agreeing with that assessment was the Congressional Black Caucus, which said its opposition to NAFTA was built on its likely impact on jobs, the environment, minority business opportunities and potential effects on the Caribbean.

The loss of tax revenues from businesses that relocate and individuals who become jobless will be substantial, the caucus warned. "Those who lose jobs because of import competition do not climb up the job ladder, but fall back to lower wages or fall off the job ladder into unemployment," it noted.

The caucus also noted that NAFTA does not provide a secure source of funding for border cleanup and other environmental initiatives. The AFL-CIO has advocated a cross-border tax with receipts earmarked to clean up wastes along the already heavily polluted U.S-Mexico border, and to help offset the costs of trade adjustment.

Montana Sen. Max Baucus (D) repeated his call for trade sanctions as a "last resort" means to enforce the side agreements on labor and environment issues, a remedy that Canadian and Mexican negotiators have rejected during the current negotiations.

Free trade should not place law-abiding U.S. businesses at a disadvantage compared with plants whose costs are lower because their owners throw hazardous waste into the Rio Grande or evade child labor laws or fire employees who want to have children, he said.

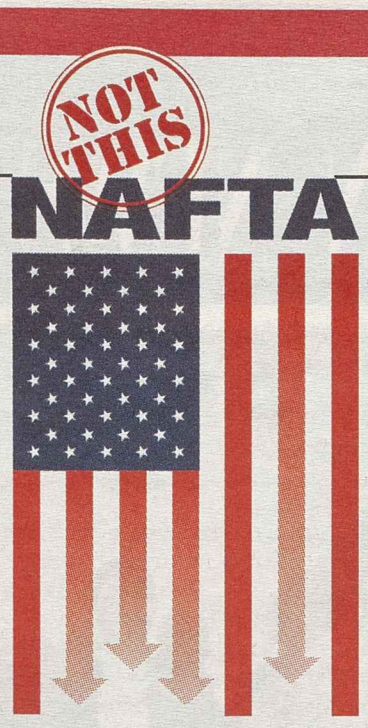
NAFTA myths are debunked

The Economic Policy Institute has issued a briefing paper warning Americans to be "suspicious of economists — who cannot tell us what interest rates will be next week" — predicting the long-term results of the North American Free Trade Agreement.

The paper debunked several common claims by NAFTA's proponents, including:

- Job creation: Pro-NAFTA economists use the current trade surplus with Mexico to estimate the 200,000 "new" American jobs from the trade pact. But that surplus results from economic activity generated by U.S. exports of factory equipment to set up maquiladora plants, EPI points out. And the surplus may turn into a deficit when the peso is devalued after the Mexican elections next year.
- Better U.S. jobs: U.S. workers will not move to higher-skilled, higher-wage jobs after NAFTA, EPI reports. NAFTA will exacerbate wage competition between the United States and Mexico. Lower U.S. manufacturing wages will undercut wages in other sectors of the economy.
- No incentive to move: NAFTA's proponents claim low wages are not enough of an inducement for companies to move to Mexico. But EPI points out that U.S. employers who move to Mexico also gain the advantage of lower costs for services and construction from other Mexican firms that pay low wages.
- Consumer benefits: Pro-NAFTA economists' estimates of U.S. benefits from the pact amount to about $2 billion in "efficiencies" for American consumers or only $8 a year for the average American. Statistically, that's "nothing," EPI says.
- Mexican economic chaos: Rejecting NAFTA would create an economic crisis in Mexico, its supporters claim. But EPI found that Mexico already is facing ruin by borrowing short-term money at high interest rates. Foreign investment is fueling speculation in real estate and stocks. These pressures inevitably will lead to a devalued peso, causing investors to flee.

Copies of "The Failed Case for NAFTA" are available from EPI, 1730 Rhode Island Ave. N.W., Suite 200, Washington, D.C. 20036. Phone 202/775-8810.



Tell Congress: NOT THIS NAFTA

AIW members locked out at A.E. Staley

Decatur, Ill.

The lockout of some 750 members of the Allied Industrial Workers by the A.E. Staley Manufacturing Co. has only stiffened the union's resolve to gain a fair contract, union officials said.

The June 27 lockout was the second in 10 days at the plant here. The first lasted only 32 hours. The AIW has been trying to negotiate a contract with the company since the current pact expired Sept. 30, 1992.

The lockout gives the union "a fighting force of 750 full-time activists" who will make the public more aware of the company's tactics, said AIW Local 837 President David Watts.

"There's no question the company has been put in a position that it must react to our campaign for justice and fairness. And it's our intention to keep Staley on the defensive as we escalate our campaign," Watts said.

Meanwhile, the National Labor Relations Board issued three complaints against Staley for refusing to bargain in good faith and for interfering with workers' rights.

The lockout came less than a day after 4,500 members of the AIW, Mine Workers and UAW rallied against the anti-union attitude in southern Illinois. UMWA is striking three Illinois mines as part of its nationwide selective strike and the UAW is still without a contract at several Caterpillar plants located in the state.

Members of the three unions formed a 2.6-mile human chain stretching from the Staley plant to Caterpillar's Decatur plant.

"The saddest part of all this abuse on workers and their unions is it never should have happened," AIW President Nick Serraglio told the rally. If Congress had enacted striker replacement legislation last year, these companies would not be doing what they're doing. "Current labor law provides no incentive for employers to bargain in good faith," he said.

Flint Glass sets legislative goals

Las Vegas

Delegates to the Flint Glass Workers 99th convention re-elected the union's top leaders and changed their convention to every three years instead of every two.

President Lawrence Bankowski and Secretary-Treasurer Ivan T. Uncapher were re-elected to three-year terms. Timothy J. Tuttle was elected to replace retired Representative Roy Miller.

The nearly 250 delegates gathered here to voice strong support for health care and job safety reform, affirmative action and "Buy American" union-made products, along with legislative measures on workplace fairness and recycling.

The convention stood overwhelmingly opposed to the Bush-negotiated North American Free Trade Agreement.

"We know this agreement is about one thing and one thing only — cheap labor," AFL-CIO President Lane Kirkland told the delegates. "It is an agreement designed solely for the most privileged elements of our society."

Among those also addressing the convention were President James E. Hatfield of the Glass, Molders and Pottery Workers and AFL-CIO Legislative Director Robert M. McGlotten.

Unions ratify Bay State Gas contract

By Sharolyn A. Rosier

Withstanding a 24-week lockout and attempts to cut health benefits, hundreds of workers at Bay State Gas in Massachusetts and New Hampshire ratified a new six-year contract July 2.

The workers are represented by Steelworkers Local 12026 in Springfield, USWA Local 14930 in Portsmouth and Electrical Workers Local 486 in Northampton.

"The company gambled that by locking the unions out one at a time, they could separate them and break their solidarity," said John Ciparro, chief negotiator for the unions and bargaining coordinator for the AFL-CIO Industrial Union Department.

"They seemed to be more interested in breaking up our joint bargaining strategy than they were in reaching a just settlement," Ciparro said.

The agreement includes wage increases totaling 26.2 percent over the life of the contract, a 40-cent increase for the second and third shift and an increase in company-paid meal allowances.

The agreement also provides a special one-time $500 per month pension supplement for employees who opt for early retirement before Aug. 31, 1993. The pension was increased from $2 per month per year of service to $6 depending on the employee's wage grade.

A neutrality clause prohibits Bay State Gas from interfering with the unions' attempt to organize non-union temporary workers. These temporary workers receive lower wages and no fringe benefits or job security.

The central issue in the dispute was the company's demand for a benefit plan called Benefit Choice. The plan would have subjected health care, life insurance, short- and long-term disability, vacation and dental plans to an individualized system of credits issued by the company. The unions objected to this attempt to remove fringe benefits from the collective bargaining process.

The company finally abandoned its position. Instead, employees now have a choice between a Blue Cross plan and a health maintenance organization. Employee contributions to health care will decrease from 20 percent under the old contract to 12 percent in the first year, 15 percent in the second year and return to 20 percent in 1996.

Bay State also wanted to phase out health care for future retirees.

The lockout began Jan. 16 at the Springfield location when members of USWA Local 12026 unanimously rejected the company's contract offer. On Feb. 28, the company's contract with IBEW Local 486 expired and the company tried to force a settlement on them without a lockout. But the workers continued to work without a contract. And on April 1, the company extended the lockout to Portsmouth.

During the 24-week lockout period workers survived on unemployment insurance provided after the Massachusetts state legislature passed legislation extending unemployment to the locked-out workers.

The contract settlement was finally reached after more than 52 hours of marathon bargaining sessions that began on June 29 and ended at 2 a.m. July 1.



Bill Burke/Page One Photography

Storyteller LaRon Williams puts the audience in motion at the 15th Great Labor Arts Exchange at the George Meany Center June 29. The late Farm Workers President Cesar E. Chavez was honored posthumously with the Joe Hill Award for his work in using art and music in organizing farm workers. The event started out as a song exchange and has evolved into a gathering of artists, activists and workers sharing the art of working life.

Gould selected to head NLRB

William B. Gould IV, a law professor at Stanford University and one of the nation's foremost authorities on labor law, will be nominated by President Clinton to be chairman of the National Labor Relations Board.

President Clinton's announcement is a welcome sign that the administration "will return the board to its proper role as an independent agency that administers the federal labor policy in the public interest," said AFL-CIO President Lane Kirkland.

Gould is the author of more than 50 law journal articles and books. He has represented both management and labor, conducted hundreds of arbitration sessions and taught for two decades here and abroad.

He also previously served as counsel to the UAW and to the NLRB, and has been legal counsel, consultant and expert witness for many employment discrimination cases.

"His well-earned reputation is for ability, achievement, fairness and intellectual integrity," said Kirkland.

Newsmakers

Sen. Howard Metzenbaum (D-Ohio) announced his retirement at the end of the current term, a loss for all American workers, AFL-CIO President **Lane Kirkland** said. "His leadership and support have been instrumental in every key battle to protect workers on the job, their paychecks and their pensions and their health care," Kirkland said. Among the bills Metzenbaum drafted to help workers was S.55, the Senate version of the Workplace Fairness Bill, which would outlaw the practice of hiring "permanent replacements" during a strike.

Joseph Dear has been nominated by President Clinton to head the Labor Department's Occupational Safety and Health Administration. Dear was director of the Washington State Department of Labor and Industries after a stint as the research director for the Washington State AFL-CIO.

The president also announced that he would nominate economists **Bernard Anderson** to serve as assistant secretary for employment standards administration and **Katherine Abraham** to serve as commissioner of labor statistics. Anderson is currently president of the Anderson Group, a private consulting firm in Philadelphia. Abraham is a professor of economics at the University of Maryland.

The Senate confirmed **Maria Echaveste** as administrator of the Labor Department's Wage and Hour Division. Echaveste previously was Latino coordinator for the president's 1992 campaign and served recently as associate director of the White House personnel office.

Karen Nussbaum, former president of Service Employees District 925, has been confirmed by the Senate as the 13th director of the Labor Department's Women's Bureau. Nussbaum becomes the chief federal advocate for the nation's 57 million working women.

Deborah Schneider, who was SEIU's national organizing director, has been appointed by the union's executive board to fill out Nussbaum's term of office as president of SEIU District 925, which represents some 10,000 clerical, technical and professional employees. The SEIU board also appointed **Anne Hill** to serve as the new executive director of District 925.

Carolyn Kazdin is the new legislative director for the Clothing and Textile Workers. Kazdin has served in the Peace Corps, directed Rural American Women and worked in several presidential campaigns.

Gerald W. Owens, assistant general organizer for the Longshoremen since 1991, has been appointed by New Jersey Gov. **James Florio** to the state's Defense Conversion and Community Assistance Commission.

Painters President **A.L. "Mike" Monroe** was elected to the board of directors of ULLICO Inc., the parent corporation for the Union Labor Life Insurance Co.

AWARD

Postal Workers President **Moe Biller** received the Eugene V. Debs Award from the Social Democrats USA. Service Employees President **John J. Sweeney** presented the award to Biller during a recent testimonial dinner in Washington.

CORRECTIONS

Opera singer **Regina Resnik** has been elected president of the Musical Artists. Resnik and other newly elected officers of AGMA were misidentified in the June 28 issue of the AFL-CIO News.

The Teamsters are supporting the Undercharge Settlement and Amnesty Act of 1993, H.R. 2021.

Resources

CONFERENCE

The **Asian Pacific American Labor Alliance** will convene its 2nd national convention in Los Angeles Aug. 19-21 at the Los Angeles Hilton and Towers. The convention will include a banquet honoring Asian Pacific American pioneers. Contact APALA at 1444 Eye St., N.W., Suite 702, Washington, D.C. 20005.

PUBLICATION

Clinton's Plan: How It's Shaping Up, by the AFL-CIO Employee Benefits Department, is a four-page bulletin explaining what is known about the Clinton administration health care reform plan. Quantities available from the Employee Benefits Department, 815 16th Street N.W., Room 306, Washington, D.C. 20006.

The George Meany Center for Labor Studies will offer these workshops and programs during July and August 1993. The schedule:

Arbitration: Preparation and Presentation — San Diego (July 11-16) — Presenting mock cases before professional arbitrators, with sessions videotaped.

Newswriting and Editing For Union Publications — San Diego (July 11-16) — For union editors who want coaching on how to make their publications more readable. Classes are held on layout and design, laws for union editors, photos, headlines and newswriting.

Labor Law In The Construction Industry — San Diego (July 11-16) — A specialized course for building trade leaders and staff.

Effective Grievance Administration — San Diego (July 18-23) — New approaches for improving grievance procedures. Limited to experienced advocates in grievance arbitration.

Advanced Bargaining Skills and Strategies — San Diego (July 18-23) — Building on skills taught in Organizing Techniques and Contract Negotiations, this program looks at ways to increase bargaining power internally at the workplace and externally in the community and marketplace.

Desktop Publishing — San Diego (July 18-21) — Teaching the basics of PageMaker desktop publishing software, designed for labor editors and educators with some computer experience.

Contract Negotiations — San Diego (July 25-30) — A workshop on bargaining tactics, role of the chief negotiators and the preparation and design of initial and counterproposals.

Internal Organizing — San Diego (July 25-30) — An institute for those responsible for developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.

College Degree Program (July 31-Aug. 6) — Students remain in residence at the George Meany Center while working on a bachelor of arts degree from Antioch University.

Effective Speaking — San Diego (Aug. 1-6) — Coaching speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

Organizing Techniques I — San Diego (Aug. 1-6) — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plan committees.

AFL-CIO affiliates and departments using the campus in July are: Amalgamated Transit Union (6-11 and 17-22); Sheet Metal Workers (18-23); Air Traffic Controllers (6-11 and 18-23); AFSCME (11-16); AFL-CIO COPE (10-16); School Administrators (11-14); Flight Attendants (19-23); IBT, TCU, CWA, NATCA, (25-30).

For more information, contact the registration office at the George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. FAX 301/434-0371.

AFSCME campus win keeps union marks high

By Candice Johnson

Four years of hard work and determination to win their union finally paid off for workers at campuses of the University of Minnesota.

The unit of 1,300 technical workers — at six campuses and several off-campus sites — voted for AFSCME in a election directed by the state bureau of mediation services.

Unit members volunteered days and weeks at a time to keep the organizing drive alive. Members of AFSCME Locals 1164, 3800 and 3801, which represent workers at the University of Minnesota hospital and in clerical offices, also played a major role in the campaign.

Clerical workers who earlier had voted in AFSCME were able to help counter anti-union propaganda that surfaced in the workplace during the campaign, the union said.

The university organizing team now is turning its attention to the 2,600 professional workers at University of Minnesota campuses.

The AFSCME victory continues labor's winning streak on the nation's college campuses, following the Communications Workers victory among 4,000 graduate teaching assistants at the State University of New York in January and 1,000 clerical and technical workers at Indiana University in April.

AFT in March gained 3,600 Wisconsin state employees, including some at the University of Wisconsin. AFSCME also recently won an election to represent administrative and clerical workers at the University of Illinois and the Service Employees won a representation election among clerical workers at the University of Michigan.

The organizing success comes on the heels of a Bureau of National Affairs report showing that organized labor won National Labor Relations Board elections in 1992 at a higher rate than previous years.



Steve Woit/AFSCME

University of Minnesota workers celebrate an AFSCME election victory among 1,300 technical employees.

The report shows that unions won 49.9 percent of the 2,712 NLRB elections held in 1992. That is up sharply from 46.8 percent in 1991 and 47.6 percent in 1990.

A greater number of elections were won in smaller units of up to 99 workers compared with larger units of more than 500.

In a breakdown of union elections by industry for 1991, the latest available, unions won more than half the elections held in service industries, posting a 55.8 percent win rate in health care services and a 56.9 percent win rate in finance, insurance and real estate.

The lowest win rates came in mining at 37.5 percent, transportation and communications at 41.6 percent and retail trade 41.6 percent.

While the report certainly is good news, Joseph Shantz, the AFL-CIO's director of organization and field services, cautioned that the numbers have seesawed a bit over the past few years.

"What I find even more encouraging is that reports from our field operations are very positive in terms of organizing. From around our regions, there is growing interest in union organizing among workers."

Shantz said the increased interest was due in great part to "a growing level of frustration among workers, who are seeing their benefits cut or eliminated, their wages frozen and their jobs disappearing."

This frustration can be channeled in a very positive way during organizing campaigns, with workers taking the opportunity to make something happen for themselves and their families, and acting to give themselves a voice on the job, he said.

VOLUME 38, NUMBER 15
JULY 12, 1993

AFL-CIO NEWS

INSIDE

1 ***Clear signs that NAFTA pollutes***

A federal judge and a dead chicken may seem like an unlikely pair, but they have delivered a one-two punch to environmental claims by advocates of the North American Free Trade Agreement.

3 ***AFGE: Budget hits federal workers twice***

Government Employees from across the country expressed their anger over a proposed federal budget that delays their locality pay adjustments while adding to their tax burdens.

5 ***Mine Workers applaud innovative agreement***

The Mine Workers sign an "historic agreement" with the Independent Bituminous Coal Bargaining Alliance that provides for job security along with labor-management cooperation.

1 ***Alaska Air struggle proves need for S.55***

The lack of protections against "permanent replacements" for strikers has backed 1,600 Flight Attendants into a corner following the company's unreasonable demands.

5 ***Northwest Pilots bargain for power***

The Air Line Pilots reached an agreement with Northwest Airlines that uses deferred wages to bail out the airline and gives workers a major stake in the carrier's success.

6 ***Bay State workers ratify hard-won pact***

Withstanding a 24-week lockout and attempts to cut health benefits, hundreds of workers at Bay State Gas in Massachusetts and New Hampshire ratified a new six-year contract.

UNION YES

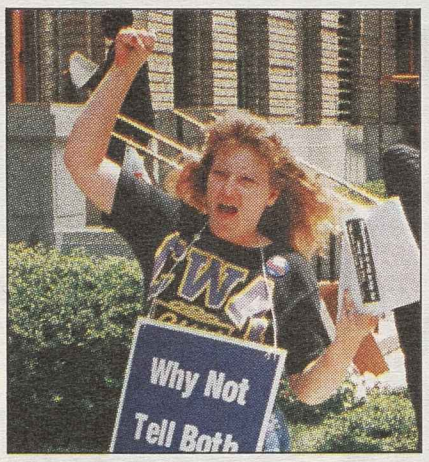
The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

7/12/93

AFL-CIO NEWS

VOLUME 38, NUMBER 16 JULY 26, 1993



NAFTA is a job loser, CWA's Doris Wyrick attests at rally. **See Page 8.**

Workers win gold with Olympics pact

By John R. Oravec

Atlanta is hoisting the union label on the 1996 Olympic Games with the signing of a breakthrough fair-wage agreement covering construction workers who will build an 85,000-seat stadium and support facilities.

The accord between the North Georgia Building Trades Council and Atlanta Stadium Contractors provides for 18 specific wage scales for the construction workers. The agreement includes wage scales, employer-paid health care benefits and pensions, as well as mandatory training for all contractor and subcontractor workers.

A $7.50-an-hour minimum or ''trainee'' classification is geared for residents of stadium neighborhoods who do not qualify for entrance to standard apprenticeship programs. Without that clause, the ''trainees'' likely would be paid slightly above the federal minimum wage of $4.25 an hour, the Atlanta AFL-CIO noted.

Charlie Key, business manager of the North Georgia Building Trades, hailed the agreement as an innovative contract. ''People on both sides of the table are happy,'' Keys said.

The stadium construction project is expected to cost about $210 million of the more than $500 million the Atlanta Committee for the Olympic Games (ACOG) is budgeting for the 1996 summer games.

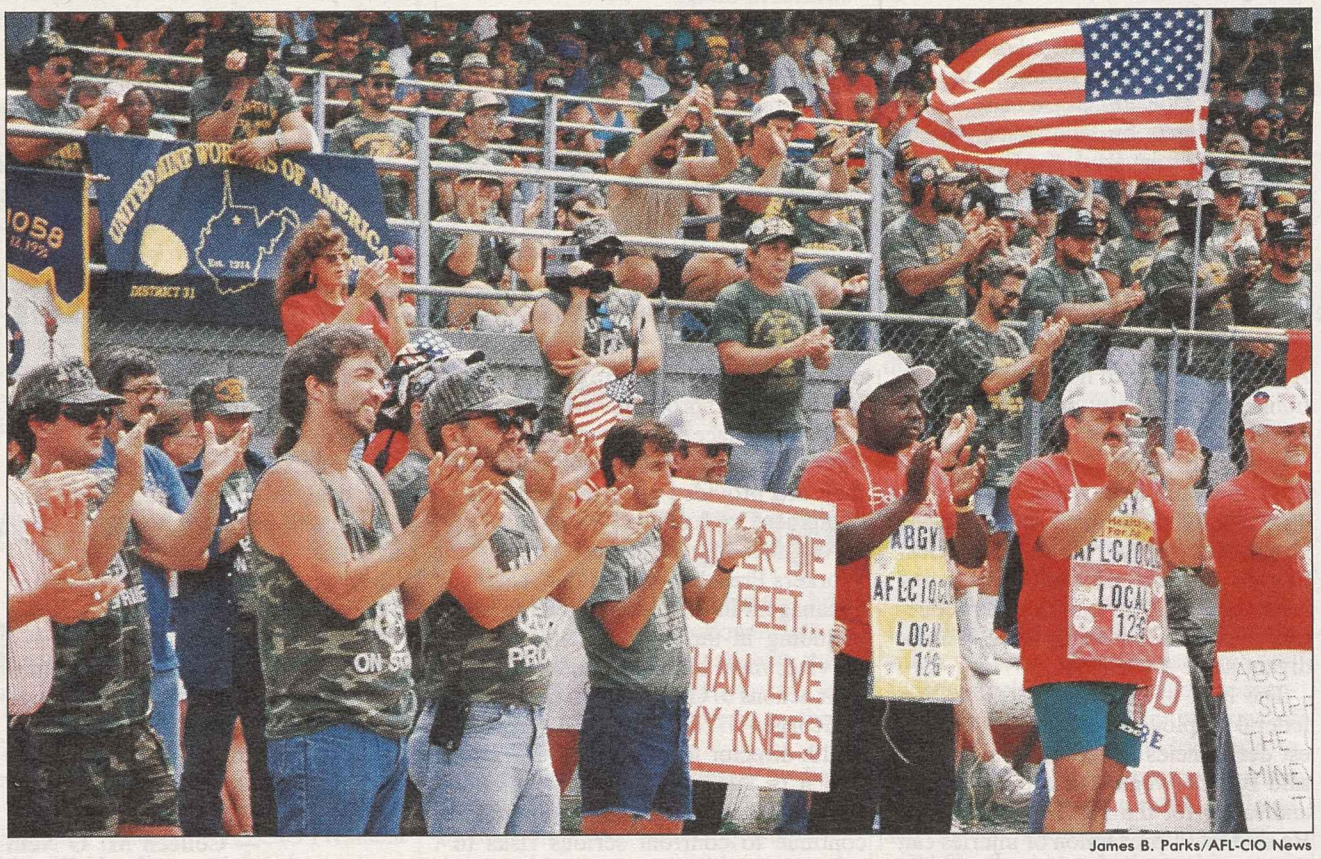
Keys said he expected that about 90 percent of the construction jobs would be union because the wage scales in place prevent fly-by-night contractors from undercutting local wage standards. Winning contractors will want the fully skilled union members, he predicted.

Stewart Acuff, president of the Atlanta AFL-CIO, credited the broad support of public employee, industrial, service and building trades unions in pressing for the agreement.

He also cited the efforts of the national AFL-CIO and the Brussels-based International Confederation of Free Trade Unions, along with contacts from local and state elected officials. AFL-CIO Secretary-Treasurer Thomas R. Donahue, who made several trips to Atlanta to help with the effort, recruited ICFTU President Enzo Friso to write to the ACOG that international Olympic competitors would want to see union labor used to build the stadium.

Acuff said he hopes the far-ranging stadium accord sets the pattern for achieving agreements with contractors building other Olympic facilities for the 1996 games.

''We feel this was an innovative way of doing things and we hope this agreement will set the standard for further discussions'' on related projects. Contracts are pending for the construction of facilities for archery, bicycling, swimming and equestrian events.



James B. Parks/AFL-CIO News

5,000 Mine Workers and supporters in Waynesburg, Pa., cheer international labor pledge of solidarity.

World labor digs in to help Mine Workers

By James B. Parks

In a dramatic display of international solidarity, four world labor leaders pledged whatever support is necessary to help Mine Workers win a new contract with the U.S. coal owners.

''Your cause is just and you are not alone,'' Enzo Friso, general secretary of the International Confederation of Free Trade Unions, told 5,000 UMWA members and supporters at a July 14 rally in Waynesburg, Pa. Friso and his delegation also met privately with several coal owners as part of their U.S. tour.

The next day Friso proclaimed to 6,000 in Pinckneyville, Ill., that ''Your job security is not at stake because of an economic crisis . . . it's because the coal companies aim to destroy the trade union movement.''

''The coal companies have a different concept of freedom than we do,'' he said. ''To them it means the freedom to exploit you. To us it means social justice.''

The UMWA began a selective strike May 10 against the Bituminous Coal Operators Association. Some 16,000 miners are on strike in seven states over the owners' refusal to negotiate in good faith and other unfair labor practices.

Friso said it was inconceivable that the United States, known as the guardian of freedom throughout the world, could treat its workers so poorly. He reiterated that view in meetings July 16 with AFL-CIO President Lane Kirkland and Labor Secretary Robert B. Reich. Friso urged Reich to facilitate U.S. ratification and implementation of international labor standards.

The key issue is job security for UMWA members, who mainly work in older mines where the supply of coal is being exhausted. That supply is being exhausted even more quickly because of the increased productivity on the part of union members. The union wants UMWA members to be hired for new jobs at new mines and is calling for an end to double breasting.

International support is a key element

Continued on Page 5

Unions rush to provide flood relief

By Sharolyn A. Rosier

Thousands of trade unionists have rushed to assist flood victims in the Midwest, including community services staff and volunteers who told of loss and grief at the AFL-CIO Community Services Conference in Washington. **(See story, Page 6.)**

The Mississippi River cascaded across cropland and down city streets throughout the Midwest, hitting communities in Iowa, Illinois and Missouri especially hard.

Trade unionists were defending their homes and their jobs, as well as those of their neighbors, as they helped with sandbagging, evacuation and distribution of food and water.

The American Red Cross, with the assistance of AFL-CIO Community Services liaisons, set up a warehouse in St. Louis, where flood victims are able to get food and water. The warehouse is operated by volunteers from the Teamsters, Laborers, Food and Commercial Workers, Carpenters, Plumbers and Pipefitters, Electrical Workers, Graphic Communications Union, Communications Workers and Letter Carriers.

''Union members who themselves have been displaced by the flood are pouring out to help others,'' said Stan Gordon, AFL-CIO community services liaison. ''This just proves that if we all do something to serve our communities, we can make a difference.''

The Carpenters council hall in Cape Girardeau, Mo., is serving as a service center and storage facility.

And when the water begins to recede,

Continued on Page 12

Senate panel examines joint safety committees

By Colleen M. O'Neill

The fight for reform of the Occupational Safety and Health Act geared up a notch as a Senate panel examined how joint labor-management safety committees work in Oregon.

The safety committees are one requirement of pending legislation, H.R. 1280 and S. 575, which would alter OSHA to give workers a voice in their own safety.

The bills also would strengthen training requirements, extend coverage to public employees and establish a system of oversight and coordination on multi-employer construction projects, as well as an office of construction safety within the Occupational Safety and Health Administration.

Irvin H. Fletcher of the Oregon AFL-CIO told the Senate Labor and Human Resources Committee July 14 how labor-management workplace safety committees are working since the state required them by law in 1990.

"The unique aspect of Oregon's OSHA division and its administration of the joint labor-management mandated safety committees is that both concerned parties — labor and management — have made a commitment to make them work," he said. "An indication of the commitment by business is their request to add members to the Oregon OSHA program."

Oregon Occupational Safety and Health Division Administrator John A. "Jack" Pompei explained the reasoning behind the mandated joint safety committees.

"The move by Oregon's legislature was done to stress 'prevention' as the critical element of an occupational safety and health effort," he said. "Specific safety and health rules by themselves are not the total answer for a safe and healthy workplace.

"Labor and management working together through effective safety and health committees is the catalyst to cause prevention to take place statewide or nationwide," Pompei said.

That has been labor's message in its fight to reform OSHA, which has been untouched since its enactment 22 years ago. With fewer than 1,000 federal OSHA inspectors, a workplace inspection is for most workers a once-in-a-lifetime experience, coming on average every 87 years.

"Oregon's rules on safety and health committees include many of the same provisions that are contained in S. 575," Pompei told the Senate panel. "The rules were passed and became effective with little or no problems, and the fiscal impact to employers has been negligible. Our rules have been developed to allow for innovative approaches to the committees, especially for small employers and mobile industry."

He said the establishment of committees had raised the level of consciousness regarding occupational safety and has had a positive effect on the work climate in Oregon.

Labor and management representatives from the Workplace Health and Safety Agency of Ontario, Canada, also praised joint committees.

"In the majority of workplaces, management and labor reported successes with the joint committees, and many positive outcomes — including reduction of risks from accidents, reduction of health hazards and strong positive effects on labor-management relations," said Paul K. Forder and Robert D. McMurdo, vice-chairs and joint operating officers of the WHSA.



Steve Yarmola/AFL-CIO News

Oregon AFL-CIO President Irvin H. Fletcher testifies about experience with mandated joint labor-management safety committees.

Within the structure of the committees, Forder and McMurdo said, management and labor both identified training as the single most important need.

Others at the hearing painted a grim picture of the current state of workplace safety.

"Almost two workers each week are killed on their jobs" in Massachusetts, said Nancy Lessin, director of policy and planning for the Massachusetts Coalition for Occupational Safety and Health. "Approximately 200 workers each day are injured severely enough to lose five or more days from work." More than 100 workers are diagnosed with job-related cancer each month, she noted.

Congressional and other critics of OSHA reform measures have cited "training" and other workplace safety programs already in place as being adequate to the task.

Lessin agreed that "many corporate programs give workers some information about protective equipment or safety rules," but pointed out that "rarely do they provide workers with a full range of information and skills that would enable them to recognize hazards, judge alternative methods of hazard control and recommend solutions that would eliminate or reduce hazards."

Sen. Howard M. Metzenbaum (D-Ohio), a co-sponsor of S. 575, accused the bill's critics of wanting to continue a deadly status quo.

"The safety and health of American workers should not be the subject of partisan bickering. We must sit down with labor, workers and employers and work out a bill.

"The time for us to act was yesterday . . . tomorrow is too late. At least, we have today," he said.

Federal, postal unions tell of worklife without a safety net

It is "unconscionable" that federal and postal workers are not covered by U.S. safety laws, unions told subcommittees of the House Committee on Post Office and Civil Service, which is considering safety and health legislation for federal and postal service employees.

Government Employees President John N. Sturdivant scored the use of voluntary compliance on federal employees' job safety during hearings back in April.

"At present, there is no enforcement mechanism to obtain compliance with safety and health standards," he said. "OSHA has no authority to compel federal agencies to abate hazards. Agencies are free to ignore OSHA citations with impunity, and they do — sometimes for years.

"Making safety and health a top priority would have many benefits for agencies, including cost savings in the chargeback costs to the agencies, monies spent in arbitration cases and lawsuits and higher morale and productivity levels in the work force," Sturdivant said.

The lack of coverage for 3 million federal employees is among the greatest deficiencies in the current OSHA, said Bill Borwegan, director of health and safety for the Service Employees. He said that "prevention of injuries can occur when employees are given a stake in developing programs to achieve a safer workplace, when employees are informed about the standards and when they are provided with the necessary equipment to do their jobs safely."

At a second hearing July 15, Postal Workers President Moe Biller said that "managers in the federal government, including in the United States Postal Service, must be held accountable for their actions to OSHA and to workers."

George N. Davis Jr., safety and health director for the Letter Carriers, said it is "unconscionable that Letter Carriers throughout our nation must continue to confront serious risks to their safety as they attempt to perform their jobs with the quality that postal customers expect and demand."

"The Postal Service has improved a great deal in the area of safety and health, but there is a long way to go," Davis said. "Too often, health and safety is secondary to containing costs and 'making the numbers.' "

Speaking in support of the creation of workplace safety and health committees, Mail Handlers President William H. Quinn noted that "employees are not only experts at safety, but our suggestions have led to better, more cost-efficient workplaces."

— Colleen M. O'Neill

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 16 — MONDAY, JULY 26, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia

Senate adopts Hatch Act reforms

By Mike Hall

The Senate overwhelmingly passed its version of Hatch Act reform legislation, which would lift many of the restrictions on the political and constitutional rights of about 3 million federal and postal employees.

The measure passed by a 68-31 margin on July 20 and now will go to conference to iron out differences with the House version, which passed in March by a 333-86 vote.

Letter Carriers President Vincent R. Sombrotto said he was looking forward to watching President Clinton sign the bill into law, as he has promised, ''and free federal and postal employees to engage in much of the same political activity — when off the job and out of uniform — that other Americans have always been able to do.''

''After many decades of struggle, this is a major victory for the labor movement, particularly for those of us in the public sector,'' said Postal Workers President Moe Biller.

Government Employees President John N. Sturdivant said the legislation allows an ''equitable balance to be struck between the constitutional rights of employees and the need of the government to maintain an unbiased civil service, free of political coercion.''

The victory will give federal and postal workers ''the opportunity to participate in the type of political activity that most Americans take for granted,'' said AFSCME President Gerald W. McEntee.

Workers now will have more freedom to participate in political activity off the job and on their own time.

But the bill also toughens the restrictions and penalties for workers who violate the ban against workplace politicking.

While the legislation restores the rights of federal workers to be politically active, AFL-CIO Legislative Director Robert M. McGlotten noted, it also keeps the workplace free of partisan politics because it ''maintains and improves the protections against coercion of, or by, federal and postal employees.''

For more than 50 years, the Hatch Act was revised with a confusing and complex set of rules. For example, workers can go anywhere in the country to a rally for a particular candidate, but cannot pass out campaign literature for that candidate in his or her own neighborhood.

The legislation allows an equitable balance to be struck between the constitutional rights of employees and the need of the government to maintain an unbiased civil service, free of political coercion.

— John N. Sturdivant
AFGE president

Federal and postal workers can contribute money, but they are not allowed to volunteer their time to answer phones or stuff envelopes.

Sen. John Glenn (D-Ohio), the bill's chief sponsor, noted that federal law allows these workers to contribute money to candidates. ''So what's wrong with letting people who don't have up to $1,000 or any part thereof to contribute, to be able to say, 'In my own off time, I'll go down and stuff envelopes.' What's wrong with that?''

The reforms draw ''a bright line for federal workers so they know that all political activity is banned on the job but they also know what is acceptable political activity off the job,'' Glenn said.

Republican opponents of the bill were able to stretch debate over several days by offering a series of amendments designed at weakening the legislation. Most of those were defeated. One that passed exempts about 85,000 Senior Executive Service personnel and workers at intelligence and law enforcement agencies.

The biggest difference between the House and Senate bills is the Senate ban on allowing workers to run for any partisan office.

The House bill would allow federal and postal workers to run on a local level and in non-partisan elections.

Both bills allow federal or postal workers to run for or hold an office within a political party.

The ban against soliciting political contributions on the job was continued, but the Senate bill places more restrictions on the type of fund raising workers would be allowed to participate in while off the job for parties or candidates.

Both prohibit workers from using official influence or information for partisan political purposes and ban government and postal workers from wearing political campaign buttons and other political materials while on duty and in government buildings.

The penalty for political intimidation or coercion was increased to three years in jail and fines of up to $5,000.

This is the third time in recent years that both houses passed reform bills. The first two bills were vetoed in 1976 by President Ford and in 1990 by President Bush.

AFL-CIO denounces campaign financing vote

By Candice Johnson

The AFL-CIO condemned a Senate vote on campaign financing as having little to do with real reform but ''everything to do with putting the financing of elections into the control of the privileged few.''

In a letter to Senate Majority Leader George J. Mitchell, AFL-CIO President Lane Kirkland warned that the measure passed by the Senate ''would virtually close the political process to average working people who act through their unions.''

The bill, S. 3, bans political action committee contributions and eliminates nearly all public financing of elections, but increases the effectiveness of large individual contributions. The Senate passed the bill by a 60-38 vote.

''The ban on political action committees leaves union members with no lawful vehicle for aggregating their small donations into campaign contributions that serve to balance those of the well-to-do,'' Kirkland wrote.

The overall effect of the bill is to ''increase the importance of large individual contributions, most of which will be made by corporate officers, investment bankers, doctors and lawyers,'' he said.

The measure also would have a chilling effect on the constitutional right of labor unions to communicate with their own members by adding an onerous advance notice requirement limits on these communications.

An amendment introduced by Sen. Jim M. Jeffords (R-Vt.) and accepted by the Democratic leadership would require unions to report 48 hours in advance their intentions to spend more than $2,000 on internal communications for politics and, if the amount exceeds $10,000, allow the opposition party to contribute an equal amount to its candidate.

Kirkland said this provision was plainly intended to discourage unions from taking part in the political process.

''The AFL-CIO has long advocated campaign reform measures that would reduce the corrupting effects of large political contributions and would provide the option of partial public financing to candidates who accept more stringent limits on contributions and an overall expenditure ceiling,'' he wrote.

But S. 3 is just a ''symbolic gesture,'' depriving working people of a political voice while accepting the contributions of the wealthy as ''disinterested, innocuous money,'' he said.

PACs were seen as the savior of the U.S. political system when a 1974 campaign finance reform measure was adopted to clean up the Watergate scandal, which was fueled by millions of dollars from wealthy individuals to Richard M. Nixon's campaign — some of it money eventually traced to illegal activity by ''plumbers'' and others.

PACs, through which working people pooled their resources to gain a political voice, were seen then as a way to offset the money power of the wealthy and the business community.

But with their individual contributions curbed, the wealthy moved in on PACs as a way around the Watergate reforms. In the 1992 election cycle, corporate and business PACs contributed $75.4 million to federal candidates, with trade association PACs contributing $53.7 million. Labor PACs contributed $41.3 million.

The AFL-CIO has called for reform that would provide the option of partial public financing to candidates who accept more stringent limits on contributions and an overall expenditure ceiling. ''Eliminate the financial power on elections of the wealthy and we will gladly support the elimination of all PACs,'' it said in a 1990 policy statement.

Capitol Digest

More than 150 House and Senate members began work on the budget reconciliation conference to resolve differences in the two versions of the $500 billion, five-year deficit reduction legislation.

Congressional leaders have said they want to schedule a vote on the conference report before the Aug. 6 recess.

AFL-CIO Legislative Director Robert M. McGlotten urged the conferees to develop a package that would ''result in the promotion of economic and employment growth in this country and give strong support to President Clinton's plans for rebuilding our competitive position though investments in our physical and human infrastructure.''

''It would be devastating to the hopes of Americans who are depending on a revived economy if the Congress only embraced the deficit reduction and ignored or trivialized the investment side of the president's program,'' he said.

During the long fight over the budget bill, the GOP's obstructionist tactics, coupled with a misinformation campaign, resulted in public misconceptions about the bills' provisions.

''I think we need to emphasize that it will not raise the income taxes of ordinary citizens,'' said House Speaker Thomas S. Foley (D-Wash.).

Both versions of the bill raise income taxes on wealthy Americans. Taxes would rise for those earning more than $200,000 and decrease for those earning under $20,000 and, in some cases, under $30,000. Corporate income taxes also increase under both bills.

The biggest stumbling block could be the broad-based energy tax contained in the House bill. The Senate approved a narrower gasoline tax that would raise some $47.8 billion less in expected revenue. To make up for that shortfall, the Senate made additional and deeper spending reductions.

Elsewhere on the Hill:

NATIONAL SERVICE — The House defeated an amendment to the National Service Act, H.R. 2010, that would have removed the bill's provision to prevent the displacement of permanent workers by volunteers. The AFL-CIO supported the overall bill.

RETIREE HEALTH — Sen. Harris Wofford (D-Pa.) introduced a bill to prevent a company from terminating or slashing retiree health benefits while court action concerning the company's obligations to those retirees is pending. Currently, companies can slash those benefits, leaving retirees ''high and dry while the lawyers argue,'' Wofford said.

Several companies have sought to reduce health care benefits to retirees, including Navistar and Unisys Corp. The UAW settled with Navistar after a court challenge and the Electronic Workers won an injunction barring Unisys from acting until a court decides a suit brought by the union on behalf of the retirees.

Health care battles send unionists to barricades

By Colleen M. O'Neill

With their health care benefits under attack at the bargaining table, union members have rushed to the front lines in the battle for national health care reform.

The health care issue is at the heart of more than 75 percent of current contract disputes, and the figure is steadily increasing, says AFL-CIO Employee Benefits Director Karen Ignagni. Workers who haven't seen a real wage increase since the early 1980s are being asked by employers to take reduced health care packages, pay more for their health care or agree with employers to make cuts in retiree health care.

Union members aren't buying into the employers' plans, focusing their energies instead on taking care of their members at the bargaining table while continuing the fight for health care reform at the national level.

"In our 1986 negotiations, we agreed to start accepting 50 percent of any insurance premium increases; at the time, premiums were going up only in small amounts," said Ted Shaffer of Electrical Workers Local 702 in Illinois. "From that point on, it's been major jumps — anywhere from 20 percent to 50 percent, eating up all our increases on the wage side."

Some 1,500 members of IBEW Local 702 were locked out by the Central Illinois Public Service Co. on May 20, after reaching a deadlock over health care insurance premium payments.

The utility company and IBEW members initally agreed to a $64 family premium (with a potential 10 percent increase the first year) for greatly reduced coverage — but the premium crept up to $179 before the contract was signed. After nine months without progress in bargaining, the company locked them out.

In response, Local 702 filed a class action in federal court alleging the company fraudulently overcharged them for health insurance premiums.

"We reluctantly agreed to take it after the company sold it as a $1,600 savings each year," Shaffer said. "As it turns out, there was only a $20 difference with a great amount of the coverage gone — and that's why we're out here right now. Not only were the premiums back up where they were, but we lost a lot of coverage."

Union members are facing the problem in a variety of industries, but it may be most persistent in aerospace and other defense-related industries, where budget cuts are putting jobs at risk.

Unions representing workers at McDonnell Douglas Corp. and Rockwell International Corp., for example, have worked through some contentious bargaining recently, with health care at the top of the list of issues. Confronted with the reality of defense cutbacks, union members have had to increase their health care contributions or accept reduced services.

Machinists ratified a three-year contract with McDonnell Douglas on a 4,140-1,289 vote June 19, a day after a proposed walkout and strike. Workers retiring after January 1994 will pay one-third of their health care benefits. Monthly payments will increase from $17 to $109 for workers under 65 on individual policies and from $34 to $218 for family coverage.

Younger workers will see an increase in their health care contributions. Those paying $2.40 a week will pay $4.80 for single coverage, with family coverage going from $5 to $10 a week.

Meanwhile, UAW members at a Rockwell plant in California now can use a new managed health care plan or opt for reduced coverage levels.

Local governments and school districts also are seeking to pass along health care costs. Teachers in St. Louis have not had a salary increase in two years, and insurance costs went up 14 percent last year.

"Some of our members have had to drop family coverage," said AFT Local 420 President Louis Cross III.

"It's really bad for retirees," he said. "When they retire, the board only pays $35 of the premium, with the retiree paying the rest. If they have a dependent, they're paying close to $160 a month for health care on a retirement budget."

He said holding on to health care benefits takes monumental effort at the bargaining table, because "each year the first thing the board puts on the table is to reduce the coverage."

"We've had to trade off wages," Cross said, "but the membership has let us know in no uncertain terms that insurance coverage is on the same level as salaries."

APWU, NALC health care ruling mixed

After three years of litigation, an arbitrator's decision leaves the Postal Workers and Letter Carriers with good news and bad news on health insurance premiums.

In rejecting "last, best final offers" on both sides, arbitrator Robert Valtin fashioned his own award, concluding that higher premiums would be offset with tax savings.

"This is very much a mixed decision," said NALC President Vincent R. Sombrotto and APWU President Moe Biller in a joint statement. "In the short run, employees will actually pay less than they otherwise would, although in later years, the reverse will be true."

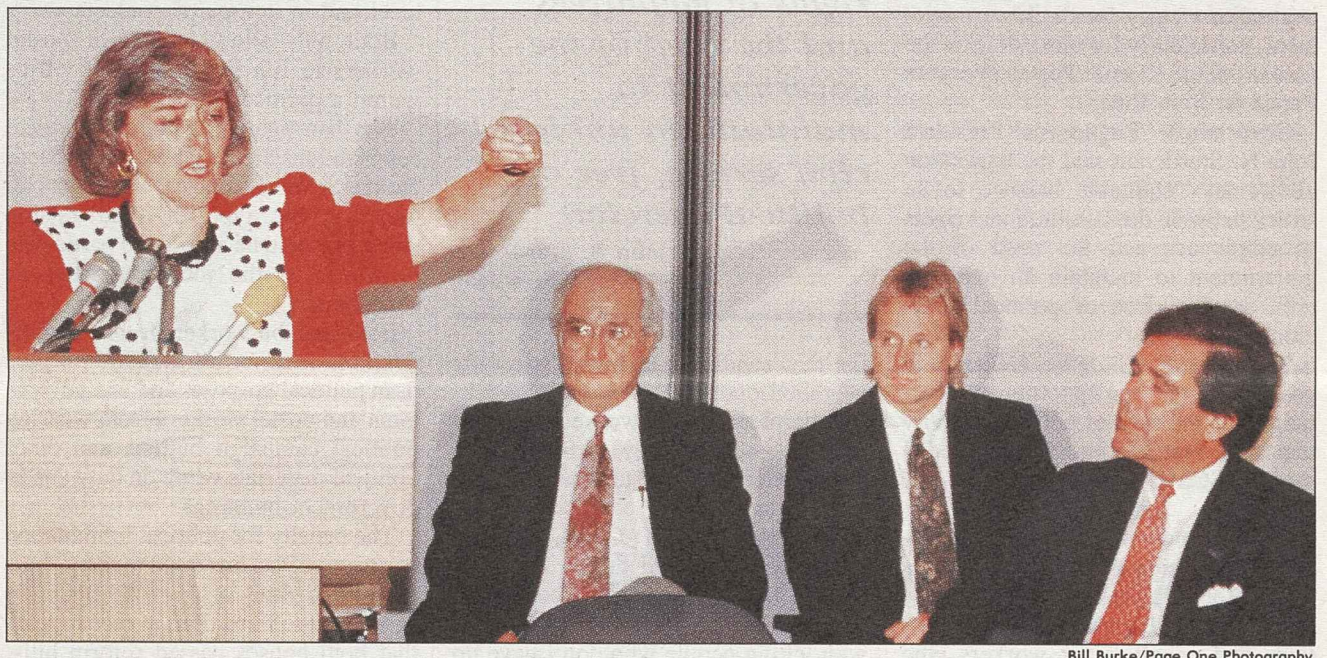
The arbitration decision establishes new contribution rates that will have the effect of reducing the Postal Service's overall contribution to health benefit premiums gradually over a four-year period, from approximately 90 percent to 85 percent. This compares with the immediate reduction to 80 percent of overall costs sought by USPS.

The current formula requires the Postal Service to pay 75 percent of the average of the "big six" plans in the Federal Employees Health Benefit Program, with a maximum contribution of 93.75 percent of any total premium.

The premium will be reduced to 74 percent in 1994, 73 percent in 1995, 72 percent in 1996 and 71 percent in 1997.

The decision also adopts two tax-savings provisions supported by the Joint Bargaining Committee and USPS — exempting employees' share of premiums from federal income tax, social security tax or, in most cases, state income tax, and enabling employees to place pre-tax dollars in a Flexible Spending Account (FSA) that can be used for out-of-pocket medical care expenses or work-related dependent care costs.

"But it is possible that health care reform legislation will make it desirable to reconsider aspects of our health benefits program before the end of the four-year term of this award," said Biller and Sombrotto.



Bill Burke/Page One Photography

Stepped-up efforts are essential for an effective federal defense conversion policy, Rep. Pat Schroeder (D-Colo.) tells conference participants. Other speakers included IUD Secretary-Treasurer Peter diCicco, second from left, and Louisville, Ky., Mayor Jerry Abramson, right, president of the U.S. Conference of Mayors.

Coalition seeks to spark defense conversion

By James B. Parks

The federal government must take the lead in assuring that gains from cuts in the defense budget are used to help the regions of the country most seriously affected by such cuts, according to a coalition of trade unionists, business, mayors and environmentalists.

"Simply put, the same basic formula used to create the American military industrial complex can be redirected and applied with the same sense of priority to create the American domestic industrial complex," the Workplace Economic Conversion Action Network (WECAN) said in a statement after its first national conference July 13-14 in Washington.

The conference called for government to use regulation, research and development and procurement policies to generate new demand for infrastructure goods and services and environmental technology that could be produced by skilled defense production workers.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the conference that, in order to create jobs, the government should "invest more in our nation's public infrastructure — our roads, subways, airports and bridges, along with newer projects like fiber optic networks and new transportation technologies."

"The second thing the government has to do...is to reduce the budget deficit," he said. "If we get the deficit down, then national saving goes up. When we have more saving, we have more investment; and if that investment is made in the United States, it means more jobs for former defense workers and everyone else here."

The conference also called for coordinating economic conversion policies through a single federal office and streamlining the requirements for receiving federal conversion aid.

Prior to announced layoffs, companies should be required to provide training and education for workers, WECAN said.

"When worker training brings more productivity, the workers themselves should get a fair share of the new wealth. And it means that working people should have a voice through their unions in how they are trained, to what ends, and with what results," Donahue said.

Peter diCicco, secretary-treasurer of the AFL-CIO's Industrial Union Department, told reporters that 1 million U.S. workers have been displaced so far by the conversion, and as many as 2 million more will be displaced by the end of the decade.

Retraining defense workers for civilian jobs is important, but only if jobs are available, diCicco said. "We learned years ago that it's pointless to train people for jobs that aren't there." IUD is one of the groups that organized the WECAN coalition, which also includes religious, environmental, academic and other organizations.

Jerry Abramson, president of the U.S. Conference of Mayors, said the White House should create an Office of Economic Conversion to coordinate different agencies' programs and set an overall strategy for the conversion.

"We need a quarterback," Abramson said. "I'm hopeful we have a time frame to develop and implement a plan."

Rep. Pat Schroeder (D-Colo.), chair of the House Armed Services Subcommittee for Research and Technology, said the government was slow in responding to defense conversion issues.

"We should've started this a long time ago," Schroeder said. "We really feel we're behind the curve and need to catch up."

Unionists to march for jobs, justice and peace

By James B. Parks

Thousands of trade unionists and civil rights activists will converge on Washington Aug. 28 to mark the 30th anniversary of the March on Washington for Jobs and Freedom, which was organized by AFL-CIO Vice President A. Philip Randolph and Bayard Rustin.

AFL-CIO President Lane Kirkland is a co-chair of the march, which will focus on many of the key issues on labor's agenda.

"While the nation has made fitful progress in the last 30 years toward the march's goals, we are still far from achieving social and economic justice for all," the AFL-CIO Executive Council said in a May 5 statement.

Using the rallying cry of "Jobs, Justice and Peace," the marchers will call for a new conscience in America, one that will create opportunities for all people to participate in the economy.

With 16 million people unemployed or underemployed, the American dream of prosperity is rapidly dying for many. The marchers will call for legislation to stimulate jobs while protecting workers from injustice and unfair practices.

A key goal will be passage of S. 55, the Workplace Fairness Bill, which has already passed the House and would ban the "permanent replacement" of striking workers and help restore balance in collective bargaining.

Reform of the Occupational Safety and Health Act, S. 575 in the Senate and H.R. 1280 in the House, to make workplaces safer and to give workers a voice in determining how to make their jobs less hazardous, will be a priority issue as well.

The marchers will oppose the North American Free Trade Agreement, which would drain jobs from the United States, drive down U.S. wages and do little to help Mexican workers.

One of the march's foremost co-sponsors, the NAACP, issued a stinging indictment of NAFTA at its national convention in Indianapolis, asking the Clinton administration to take those concerns into account in final decision making. The Congressional Black Caucus came out against NAFTA before the NAACP convention.

The march also will call for national health care reform and an economic stimulus package to provide jobs and to jump start the jobless economic recovery.

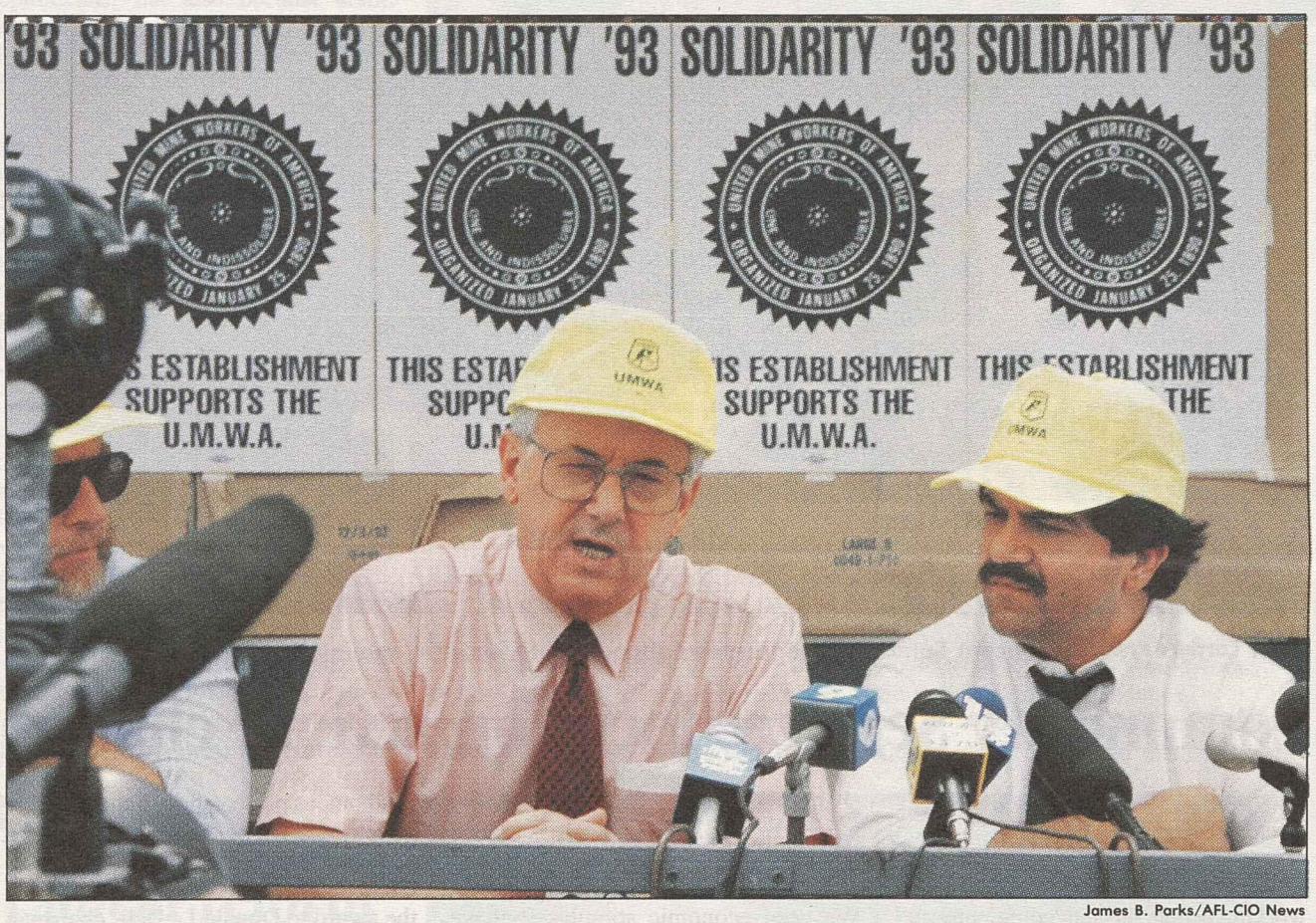
Besides the AFL-CIO and the NAACP, other co-sponsors include the National Urban League, Southern Christian Leadership Conference and the Martin Luther King Center for Non-Violent Social Change.

The 1963 march, where Martin Luther King Jr. delivered the historic "I Have a Dream" speech, was the major impetus for passage the next year of the Civil Rights Act, protecting U.S. citizens against discrimination.

Organized labor was in the forefront of efforts to enact Title VII of the act to protect workers against job discrimination because of race, sex, religion or national origin. That law came under attack recently as the U.S. Supreme Court made it harder for victims to prove illegal discrimination.

The court, by a narrow 5-4 margin in the case of St. Mary's Honor Center vs. Hicks, said that even if an employer lies in court about why a worker was treated less favorably than others, that alone does not entitle the worker to victory. The worker still must prove he or she was dismissed, denied a job or promotion because of illegal discrimination, the court ruled.

In a ringing dissent, Justice David H. Souter said the decision "greatly disfavors Title VII plaintiffs without the good luck to have direct evidence of discriminatory intent."



James B. Parks/AFL-CIO News

ICFTU General Secretary Enzo Friso answers reporter's question along with Mine Workers President Richard L. Trumka, right, and Michael Boggs of the International Federation of Chemical, Energy and General Workers.

'Miners want cooperation, job security'

Continued from Page 1

in U.S. labor disputes because of the multinational structure of many companies. The two largest members of BCOA have foreign ownership. Peabody Holding Co. is owned by Hanson PLC, a British company, while Consol Energy Inc. is owned by Du Pont and the German firm Rheinbraun A.G.

Friso led the ICFTU delegation that included Michael Boggs, general secretary of the International Federation of Chemical, Energy and General Workers; Peter Michalzik, general secretary of the Miners International Federation; and David Lea, assistant general secretary of the British Trades Union Congress.

Condemning the BCOA as "employers who put profit before human dignity," Michalzik warned the coal operators that European trade unions will not accept cheap U.S. coal mined in violation of labor laws. He vowed to the UMWA that the international miners would "be at your side as long as we are needed. The fight against your rights is a fight against all workers."

Boggs, a former assistant director of the AFL-CIO International Affairs Department, called for an overhaul of U.S. labor laws. "South Africa has better labor laws than the United States. How can that be? It's time to bring the United States into the 20th Century."

Boggs urged the miners to stand firm because their struggle will affect the future of workers throughout the world.

Lea read two letters written to Lord Hanson, the owner of Hanson PLC. One was a resolution passed by the British Parliament calling for Hanson to negotiate with the UMWA. The other was a letter of concern about the strike from the Church of England, which has large mining investments worldwide.

During a field hearing on the strike July 19 in Corapolis, Pa., UMWA President Richard L. Trumka said that the average seven-year life of a BCOA mine would leave miners, without job guarantees, "in their early 50s, too young to retire, too old to start over, but out of a job nonetheless."

In testimony before the House Education and Labor subcommittee on labor-management relations, Trumka said the BCOA companies "have used the revenues generated by the hard work of UMWA workers to expand and open new mines and then have told their union miners that they had no rights at these new mines."

Rep. Austin J. Murphy (D-Pa.) warned that the strike could drag on and involve nearly all UMWA members. In recent years, Murphy said, "miners have worked hard to cut production costs and increase profits. Yet many have still lost their jobs."

Trumka agreed. "They are forcing us into an adversarial relationship that could ultimately lead to the demise of the American coal industry," he said.

The UMWA wants a relationship where "our hard work and efficiency is rewarded with job security and where increasing our productivity doesn't mean that we're literally working ourselves out of a job," Trumka said.

The UMWA announced July 21 it has signed interim agreements with two previously unorganized mines that will bring 700 miners under the terms of any agreement reached with the BCOA. The agreements followed successful representation votes at the Marrowbone Development Co. in Mingo County, W.Va. and Wolf Creek Collieries Co. in Martin County, Ky.

Paperworkers ratify contract at P&G plant

Wage increases, health care changes, a smoke-free workplace and a new drug-testing policy are some of the provisions of a three-year agreement reached between the Paperworkers and Procter & Gamble Paper Products Inc. in Green Bay, Wis.

UPIU Locals 47 and 65 ratified the pact by a 2-1 margin in late June, retroactive to June 15. The agreement includes a 2.5 percent pay raise the first year, with 3 percent increases in June 1994 and June 1995. Employees also received a $500 ratification bonus.

Negotiators faced a familiar story on the health care issue, with spiraling costs building pressure at the bargaining table.

A new co-pay of $10 per visit was established, to increase to $11 in 1995 and $12 in 1996. Annual deductibles were increased from $125 to $200 for single coverage, and from $250 to $400 for family coverage, with the maximum out-of-pocket increased incrementally from $1,500 to $2,000 by the end of the contract. The lifetime maximum for coverage was raised from $500,000 to $1 million.

However, negotiators did keep the provision for the company to continue to pay full health insurance premiums for employees. Workers also gained improved dental coverage and child care benefits.

Procter & Gamble already had pre-employment drug testing, but the new contract provides for testing of current employees if they show "signs and symptoms" of drug or alcohol use, a union official said.

In addition, the pact requires a smoke-free workplace by Jan. 1, 1994.

The contract adds long-term care insurance, organ transplant insurance, contributory life insurance, family life insurance, survivor income insurance, a legal services plan and financial retirement analysis.

In addition, employees now may split up to two weeks of vacation into individual days or a combination of days, up from one week, with remaining vacation time to be used in one-week increments. The union also negotiated a new 12-hour work schedule option.

Finally, employees now may opt for pay redirection, in which benefits are deducted from pre-tax pay.

Airline unions plot course to keep United flying

Unions at United Airlines want to work out a plan with the financially struggling carrier that would give workers an equity share of the airline in exchange for wage and benefit concessions.

The United Airlines Union Coalition — representing 53,000 Air Line Pilots, Machinists and Flight Attendants — hopes to draft a proposal similar to the plans discussed by unions at ailing Northwest Airlines.

The coalition could offer substantial wage and benefit givebacks in return for a major role in the operation and financial holdings of United.

Protecting the long-term viability of the carrier and the job security of United employees requires "bold, innovative action," the coalition said. Rather than waiting to address restructuring proposals in a confrontational way, "we seek to pursue a collaborative effort now with a still healthy company," it said.

At Northwest Airlines, union members are voting on tentative agreements intended to trade $900 million in wage and benefit cuts for an equity role in the carrier, a pledge of management debt restructuring, future wage guarantees and other benefits.

Northwest claimed it would be forced to file for federal bankruptcy protection if a settlement with the six unions was not reached. Each union must hold a separate ratification vote.

ALPA members have approved their contract, which calls for $365 million in pay and work rule changes over the next three years.

That settlement calls for unions to hold up to 37.5 percent of the carrier's common stock; provides three seats on the carrier's board of directors for union representatives, and restructures Northwest's debt.

IAM members, who rejected an earlier contract, are voting on an agreement that includes additional provisions on retirement incentives, forced overtime, subcontracting, wage snap-back and other concerns. The five-member IAM negotiating committee has recommended ratification of the agreement, which calls for $345 million in concessions over the next three years.

Teamster flight attendants also are voting on a settlement covering 9,000 members.

The other unions at Northwest are the Transport Workers and unaffiliated Meteorological Association and Aircraft Technical Support Association.

AFL-CIO goes on line with new LaborNET

The AFL-CIO has launched organized labor's own 24-hour electronic information exchange to keep users current on major labor issues and developments.

LaborNET is a private forum residing on the CompuServe on-line computer network service. The service costs $11 a month for unlimited use. "We had a national conference with 20 users for the price of a local phone call," said Blair Calton, field automation coordinator for LaborNET.

The innovative new forum has four primary sections:

- The library includes union policy statements and other information like legislative analysis and the latest federation statements and positions on a wide range of issues.

For example, the AFL-CIO News, Executive Council statements, press releases, the LIPA resource catalog and issue briefs are on line.

- The messages section allows members to correspond with each other through person-to-person notes, requests for information, answers to questions and continuing discussions.
- The conference section allows more than two members to "talk" to each other electronically. Here you could find members engaged in a meeting or special conference.
- The announcements section informs members about changes in LaborNET or the scheduling of on-line conferences.

Calton said the system is constantly adding new information. Documents from the departments of Economic Research and Organization and Field Services will be on-line soon.

To access LaborNET, a user must have an IBM-compatible personal computer or a Mac Plus or later-model Macintosh, a Hayes-compatible modem, a standard phone line and either a monochrome or color monitor.

PCs should have 640k of memory and run on MS DOS 2.0 or higher. Macs need at least one megabyte of RAM memory, a hard disk and at least one 800k floppy disk drive and Mac System 6 or higher.

To join LaborNet, users should write Calton at the AFL-CIO, 815 16th St., N.W., Room 703, Washington, D.C. 20006 for a sign-up kit and necessary documentation.



Raymond Crowell/Page One Photography

Letter Carriers President Vincent Sombrotto addresses national conference on community services.

Community Services focus on action, change

By Sharolyn A. Rosier

The election of President Clinton presents organized labor with a unique opportunity to improve the lives of working people through community and political action, delegates to the AFL-CIO Conference on Community Services were told.

Letter Carriers President Vincent R. Sombrotto challenged the delegates to put their convention theme — "Opportunity, Action, Change" — to work, using the opportunity of a new political climate to lobby members of Congress for legislation that will bring about the kinds of changes labor has sought for years.

"This is the first time in over a decade that a person residing at the White House has a program that will actually help American workers, not hinder them," said Sombrotto, who chairs the AFL-CIO Community Services Committee.

The key to change is passage of an economic program that puts Americans back to work, he said. "We can sit here and talk all we want about the good works we do to help the less fortunate and assist our communities. But it isn't going to mean much if the economy keeps getting worse and more and more people are unemployed," he said.

AFL-CIO Secretary-Treasurer Thomas R. Donahue praised the union community services staffs and volunteers for their efforts in assisting those in distress, whether they are victims of floods, Hurricane Andrew or social uprisings in Los Angeles.

These efforts lead to monumental change in people's lives, he said, but more is needed. "Your action is needed now more than ever before, as we experience natural disasters and layoffs. We need economic stimulus, but we also need you."

Several administration officials outlined the kinds of changes Clinton hopes to achieve. Former AFL-CIO Community Services Director Joe Velasquez, now the White House deputy political director, said workers and their families could not continue to bear the brunt of the escalating deficit and the sluggish economy.

On the critical condition of the nation's health care system, Secretary of Health and Human Services Donna Shalala reminded delegates that "85 percent of the uninsured come from working families — people who helped build our nation with their minds and their hearts and their hands."

Attorney General Janet Reno told delegates that union members and volunteers were key to meeting the needs of communities and their citizens. "You know more about organizing communities than anybody else in America...and you can share it and make such an incredible difference."

Joyce Miller, executive director of the Department of Labor's Glass Ceiling Commission, told the conference it is time go beyond rhetoric and gain equal employment opportunity for women and minorities. Miller is a former vice president of the Clothing and Textile Workers and member of the AFL-CIO Executive Council.

A highlight of the conference was the posthumous presentation of the Murray-Green-Meany Award for humanitarian service to the late Arthur Ashe. AFL-CIO President Lane Kirkland presented the award to Donald L. Dell, chairman of ProServe Inc., who accepted the award on behalf of Ashe's widow, Jeanne Moutoussamy-Ashe.

The late tennis star and civil rights and AIDS activist was a great friend of unions who once refused to promote his own line of tennis equipment when the company's workers were on strike, Kirkland said.

Five cities were announced as winners of the 1993 Model City in Community Service award, recognizing outstanding programs developed cooperatively by local unions, the United Way of America and volunteer agencies. The 1993 winners are: Birmingham, Ala.; Kansas City, Kan.; Milwaukee; Phoenix, Ariz.; and York, Pa.

Other speakers included AFSCME President Gerald W. McEntee, Electrical Workers President John J. Barry, Steelworkers President Lynn R. Williams, Communications Workers President Morton Bahr, Ronald Pollack of Families USA, Jennifer Henderson of the Center for Community Change, Keith Mitchell of the Community for Creative Nonviolence, Terrence Duvernay of the Department of Housing and Urban Development, Elizabeth Glaser of the Pediatric AIDS Foundation, Lee Brown of the White House Office of National Drug Control Policy, Eli Segal of the White House Office of National Service and Elaine Chao of the United Way.

Health care, economy top Steelworkers agenda

Reforming health care, OSHA and labor law, banning striker replacements, fixing the flaws in NAFTA, enacting President Clinton's economic program and protecting pensions topped the agenda of the Steelworkers' annual legislative conference.

USWA President Lynn Williams urged the 700 delegates to the three-day conference to ''serve notice to those Senate and House members who seek our support that we do not offer a blank check. We expect those who take our help to act in the best interests of America's working people. That's what last year's election was all about.''

The conference schedule provided time for Capitol Hill visits by delegates.

Despite enactment of legislation on family and medical leave and motor voter registration, the defeat of Clinton's job-creating stimulus bill showed that ''the Senate is not filibuster-proof — not only because of the obstructionist Republicans, but also because some Democrats have been posturing, pontificating and thwarting progress,'' Williams said.



Raymond Crowell/Page One Photography

USWA President Lynn R. Williams addresses his union's annual legislative conference in Washington as Laura D'Andrea Tyson, chairman of the President's Council of Economic Advisers, looks on.

Declaring that the proposed North American Free Trade Agreement ''must be altered,'' Williams called on Clinton and Congress ''to make certain that NAFTA minimizes job losses, has sufficient funds to retrain workers who lose their jobs, ensures trade union rights in Mexico, raises the standard of living on both sides of the border and protects the environment.''

On pension protection, Williams said the USWA and other unions helped enact legislation that established the Pension Benefit Guaranty Corp. in 1974 ''as a social compact between workers and the government. If an employer is unable to keep its commitment to pay pension benefits, the PBGC takes over that responsibility.''

Stating that the PBGC ''system is working well,'' Williams said financing or other problems ''can be resolved administratively, without tampering with the law, as some members of Congress want to do.''

Declaring that health care reform ''may well be the political battle of our generation,'' Sen. Harris Wofford (D-Pa.) said Congress must make it the next order of business after approving the president's five-year budget plan this summer. Waiting until next year, he said, would be ''bad policy and bad politics for Congress, the president and the country.''

Ira Magaziner, the president's senior adviser on health care, said health care cost increases must be capped through a national budget.

If costs are permitted to rise at their current rate, Magaziner said, they will consume 120 percent of the projected increase in workers' wages for the rest of the decade. Also, it won't be possible to control the federal deficit and federal programs other than health care will have to be cut, he said.

The Clinton plan, he said, will include regional alliances within states which ''operate under the same set of rules'' regarding universal coverage, a guaranteed benefits package, quality standards and cost controls.

Magaziner said states would have a choice of establishing statewide single-payer systems or competition among health care alliances that purchase medical care. However, he said a universal financing system under which all employers and employees would contribute would apply to all states.

U.S. Trade Representative Mickey Kantor said Clinton had made it clear to the Japanese at the Tokyo economic summit that, ''You are not going to lock our goods out any more.'' Pointing to the administration's recent action against foreign dumping of subsidized steel, Kantor said, ''our national security is our economic security.''

On NAFTA, Kantor said, ''We will continue to work with you even though we disagree,'' adding, ''We will not submit NAFTA to Congress without strong side agreements'' with Mexico and Canada ''to harmonize labor and environmental standards.''

Kantor said the administration has moved to deny trade benefits under the Generalized System of Preferences to nine developing nations for violation of labor and human rights standards.

—Press Associates

AFT presses 'radical reform' in education

The American education system is in dire need of radical reform, AFT President Albert Shanker told the union's annual QUEST conference — Quality Education Standards in Teaching.

''We are paying a heavy price for the lack of focus in our public schools,'' Shanker said. ''Teachers are asked to be social workers, therapists, Moms and Dads, cops and even medical technicians. The last thing they are expected to focus on is student achievement.

''We must restore the central academic mission of our public schools,'' he told the 2,500 delegates.

Shanker praised the Clinton administration's education proposals but criticized many in Congress for backing away from fundamental education reform, especially the creation of high national standards for students.

''To fail to provide standards, assessments and a clear indication of the difference between success and failure is to deny youngsters the opportunity to learn,'' Shanker said. ''Why doesn't Congress get it?''

Secretary of Labor Robert B. Reich, in a keynote address, told the AFT members that education has become the single biggest determinant of individual success or failure in life, and that America has become segregated into those who receive good educations and find success and those who drop out or quit after high school and find themselves unable to compete for jobs.



AFT photo

AFT President Albert Shanker welcomes Labor Secretary Robert B. Reich to the union's QUEST conference in Washington.

One of the main reasons for the disparity, Reich said, is because American schools fail to prepare high school students for work.

''When it comes to moving from the world of primary and secondary school to the world of work, we have one of the worst systems of any industrialized country,'' Reich said. ''In fact, we don't have a system.''

Reich called for creating programs in school districts nationwide that take 11th and 12th grade students and integrate school-based learning with work-based learning.

''The purpose of education is not only or solely or primarily to make sure that young people have good wages and benefits,'' Reich said. ''But we must do something for these young people who are on the downward escalator. We don't want to live in a society in which the rich and the poor are so sharply divided.''

Reich said the Clinton administration is ready to support such work-based training as part of an overall program to make the American work force the best-trained in the world.

— Press Associates

Musicians draw youth members

Las Vegas

Looking to draw new members into their ranks, the Musicians adopted a youth membership service during their 90th biennial convention.

The special membership is available to musicians 20 years of age or younger who can join the union and have the initiation fee waived. ''Given the large number of musicians in colleges and universities and conservatories, this is a way for locals to reach out and educate young people early as to the benefits of union membership,'' explained AFM President Mark Tully Massagli.

Massagli was re-elected to a second term in office and Stephen R. Sprague was re-elected secretary-treasurer. Tim Shea joins the union's board.

The 519 delegates voted to increase their per capita payments by $10 for regular members, from $36 to $46, and by $6 for lifetime members, taking them from $24 to $30.

There also will be a series of increases in work dues for those involved in national recording pacts.

Representatives of the British Music union attended the convention to discuss pursuing performance rights on an international level. This would offer performers a type of copyright over their performance based on their unique talents. Currently, musicians cannot control how their recorded performances are used.

Unions warn of jobs toll under NAFTA

New York Times scored on ad policy

By John R. Oravec

Like some 500,000 other U.S. workers, Doris Wyrick lost her job when her company — an AT&T manufacturing plant in Radford, Va. — shut down and moved to Mexico.

''That's why I'm against this North American Free Trade Agreement,'' Wyrick said as she joined handbilling activities outside the New York Times news bureau in Washington.

Wyrick, a member of the Communications Workers, was joined by scores of Washington area trade unionists protesting the refusal of the newspaper to accept a dissenting viewpoint in an advertising section promoting NAFTA.

The ''advertorial,'' geared to press Congress into approving the flawed treaty, ran in the July 21 issue of the Times. The term comes from advertising disguised as ''news'' or ''editorial'' content, thus an advertorial.

But only proponents of NAFTA are allowed to buy in and the AFL-CIO and UAW were denied the right to buy space in the section refuting the one-sided description of NAFTA.



Dan Miller/Miller Photography

In Manhattan, members from scores of unions protest the New York Times policy barring advertising opposed to NAFTA.

Workers and their unions conducted similar handbilling at the New York Times headquarters in Manhattan that drew several hundred protesters, as well as in five other cities around the country where the Times has offices.

Victims of runaway companies whose jobs are now in Mexico — where most maquiladora workers are paid less than $1 an hour — joined the NAFTA protest in Philadelphia and Detroit. Others whose jobs are jeopardized by the trade deal leafleted pedestrians at the newspaper's offices in Chicago, Los Angeles and San Francisco.

At the Washington demonstration, Wyrick pointed out the fallacy in the argument that Mexico will take only low-skill, low-wage jobs while U.S. workers will move up to higher-paid skilled jobs.

''That's not what happened when AT&T sent my job to Matamoros, along with the jobs of 2,500 fellow members of CWA Local 2261 from the New River Valley plant in Radford,'' Wyrick said.

''After NAFTA is in place, American corporations will do the same thing with hundreds of thousands of other jobs,'' she warned.

In Detroit, Richard Isaacson of UAW Local 540 told fellow handbillers that his was among the 150 jobs moved to Mexico when General Motors shut down a small parts plant.

In testimony before Congress, worker representatives have repeatedly pointed out that the Bush-negotiated NAFTA is stacked in favor of a shift in U.S. corporate investments into Mexico to exploit poverty-level wages and weak environmental regulations.

The deplorable working conditions in Mexico were defined at House hearings by maquiladora workers who had been fired and blacklisted for union organizing at Japanese and U.S.-owned plants.

Mexico has a shameful record when it comes to protecting worker rights, Ezequiel Garcia of the Authentic Workers Front told a Government Operations subcommittee. Two other maquiladora workers told the panel they cannot find work because of the blacklist.

''The most fundamental rights of workers — to freely associate, to elect their representatives, to defend value of their work and to promote improved living conditions — are increasingly violated,'' Garcia testified. ''As a result, wages have lost more than half of their purchasing power.''

Rep. Tom Lantos (D-Calif.) said the testimony of the maquiladora workers ''drives the last nail into the coffin of NAFTA.'' He expressed doubts that the flawed deal left behind by the Bush administration can be ''massaged'' into an acceptable measure by side agreements.

According to an exhaustive study by the Center for Public Integrity, the Mexican government and U.S. corporations are pouring more than $30 million in lobbying, advertising and influence-peddling to gain NAFTA's approval.

The July 21 special NAFTA section in the Times was the second in a series of three advertorials. ''We would ask journalists to answer seriously whether they are embarrassed by combining advertising and editorial content into an 'advertorial' section, which then sells access to a 'free press' to a selected few,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

Donahue suggested that the Times disclose ''how much revenue it received indirectly from the Mexican government by inviting Mexico's paid operatives to contribute to the section.''

A distinguished group of academics and journalists raised concerns about the section in a letter to Max Frankel, executive editor of the Times. They summed up their position this way:

''It is a basic tenet of responsible journalism that the views of advertisers should not influence editorial content. Nor should editors beat the drum to ingratiate themselvers to advertisers. Nor should a newspaper discriminate against advertisers simply because the paper disagrees with their viewpoint. The New York Times violates all three of these principles with its special advertising sections.

''The nation's most influential paper has transformed its editorial viewpoint into an advertising campaign, crowded out counter-arguments and skewed an important public debate,'' they wrote.



Steve Yarmola/AFL-CIO News

Doris Wyrick, whose job and those of 2,500 workers were wiped out when AT&T shut down a Virginia plant and moved to Mexico, warns that NAFTA would devastate many U.S. factories and their communities. Wyrick addressed a rally outside a New York Times news bureau in Washington.

Inbrief

NATCA gains pact after 2-year talks

With 92 percent of its voting members approving, the Air Traffic Controllers ratified a new four-year contract with the Federal Aviation Administration.

NATCA, which represents the nation's 14,700 controllers, won the agreement after two years of talks.

The settlement addresses seniority and grievance procedure, performance standards, workers' compensation and other issues.

It also provides additional protections for members subject to federal drug testing requirements.

Although salaries are not negotiable, NATCA won a 5 percent operational differential pay provision that will enable controllers to be paid the maximum compensation allowable by law.

NATCA President Barry Krasner called the contract ''a great step forward for NATCA'' because the union ''fought for what was right and the new contract reflects that.''

ABGW strikers draw line on health care

More than 800 members of the Aluminum, Brick and Glass Workers are on strike at three PPG Industries Inc., plants in Pennsylvania.

Disputes over health care and pension benefits forced the workers to strike the Greensburg, Ford City and Creighton plants in mid-May. PPG is demanding that 10 cents per hour be diverted toward health care costs and that additional payments for families and for individual coverage be made.

In previous negotiations, the union agreed to give up cost-of-living wage adjustments to keep health benefits.

ABGW Local 12 President Steve Hloznik said the company also wants to increase deductibles, eliminate vision care coverage and cap benefits.

''The workers know what they are fighting for is right,'' said Hloznik. ''They will continue to fight.''

Michigan convention seeks Engler defeat

Detroit

Delegates to the Michigan AFL-CIO convention topped their political agenda with unanimous vote to work to defeat incumbant Republican Gov. John Engler in the 1994 elections.

''Our primary goal is to gear up people and resources to defeat the Republican governor and re-elect Sen. Don Riegle,'' said Frank Garrison, president of the state federation.

The 659 delegates also voted to oppose a statewide referendum that would have reduced property taxes while increasing the sales tax from four to six cents. The proposition was rejected two weeks later in a special election by a 54 percent to 46 percent vote.

Convention speakers included Sen. Riegle, UAW President Owen Bieber, Clothing and Textile Workers President Jack Sheinkman, Steelworkers President Lynn Williams, Utility Workers President Marshall Hicks and Maintenance of Way Employees President M.A. Fleming.

Labor protests wide abuse of African workers

By James B. Parks

With the liberties and safety of African trade unionists in jeopardy, the AFL-CIO is working on several fronts to safeguard human and workers' rights on that continent.

Trade union leaders have been jailed in Kenya and workers are under siege in Nigeria, where dictator Gen. Ibrahim Babangida invalidated the results of democratic elections. Two trade union leaders recently were killed in Chad, and workers have been victims of escalating violence in South Africa.

In a letter to Kenya's President Daniel arap Moi, AFL-CIO President Lane Kirkland said that "any pretense to democracy has been shattered" by events since the Dec. 29, 1992, national elections, including the May Day detention of Joseph J. Mugalla, general secretary of the Central Organization of Trade Unions, and two other labor leaders.

"Mugalla's laborious and unwarranted trial, the disruption of peaceful and legitimate COTU meetings by lorries full of riot police and attempts by your government to supplant the COTU's rightful leaders deserve the condemnation of supporters of freedom and democracy everywhere," Kirkland wrote.

He called for an end to the Kenyan government's persecution of COTU and its leaders and pledged the AFL-CIO "will do all in its power to publicize the plight of free trade unions in your country, and to support COTU and its legitimate leadership."

Mugalla, a senior member of the International Labor Organization's governing body, was arrested May 1 after his annual address to workers. Joseph Bollo, general secretary of the Kenya Shoe and Leather Workers Union, was also arrested. Boniface Munyao, COTU's deputy general secretary, was arrested May 2.

Kenyan workers staged a one-day strike May 3 to demand the release of the three men.

COTU, which has a long relationship with the AFL-CIO and the African American Labor Center, took a strong stand in favor of multiparty elections and remained non-partisan during the recent campaign.

The AFL-CIO sent an observer team, which was requested by Mugalla. In 1992, the AALC assisted COTU in developing its newspaper, "COTU Speaks," which was published on May Day and established COTU's non-partisan position.

Violence causes concern

The AALC opened an office in the Nigerian capital of Lagos earlier this year and the Nigeria Labour Congress has demanded the Babangida regime recognize the results of the elections, and called for strikes.

Chad's Union des Syndicats du Tchad is holding the regime of President Idriss Deby responsible for the murders in June of UST leaders Laoukoura Tatoroum and M'Bailan Miambe.

On the South African front, Kirkland wrote Secretary of State Warren Christopher urging the international community of democratic nations to send a message of concern to South Africa's President F.W. deKlerk about the escalating level of violence by right-wing whites, which is undermining the negotiations for a democratic South Africa.

In a separate letter to deKlerk, Kirkland decried the inaction of police when a group of whites attacked the site of democratic negotiations. "The excuse for this inaction, that the police were avoiding greater violence, is an affront to all black demonstrators who have been fired upon in the past with far less provocation," he said.

In addition, Kirkland urged the "expeditious arrest and prosecution of those involved in the attack . . ." and called for deKlerk to finalize an election date, begin multiparty control of the security forces and to immediately install a transitional council.

The federation provides support for trade union voter education and registration programs in South Africa. In cooperation with the International Confederation of Free Trade Unions, the AFL-CIO participates in an international trade union violence monitoring team.

Castro victim Chanes finally in safe haven

Miami

Mario Chanes, a Cuban political prisoner held longer than anyone in the world, was greeted by family and friends, including a delegation from the AFL-CIO, as he arrived here June 21 on a charter flight.

The deliverance of Chanes out of Cuba was the culmination of the federation's two-year international campaign to seek his freedom, along with that of Ernesto Diaz, who was released in 1991. Diaz was jailed for 23 years and Chanes for 30 because they opposed the communist dictatorship of Fidel Castro.

"The good news is that Mario Chanes finally can share his life with his family and enjoy the liberties for which he has paid such an enormous price," said AFL-CIO President Lane Kirkland. "But for the citizens of Cuba, the brutal nightmare of the Castro dictatorship remains. The prisons are still filled with men and women whose only crime is their dissidence."

Among these political prisoners is Rafael Gutierrez, president of the Trade Union of Cuban Workers.

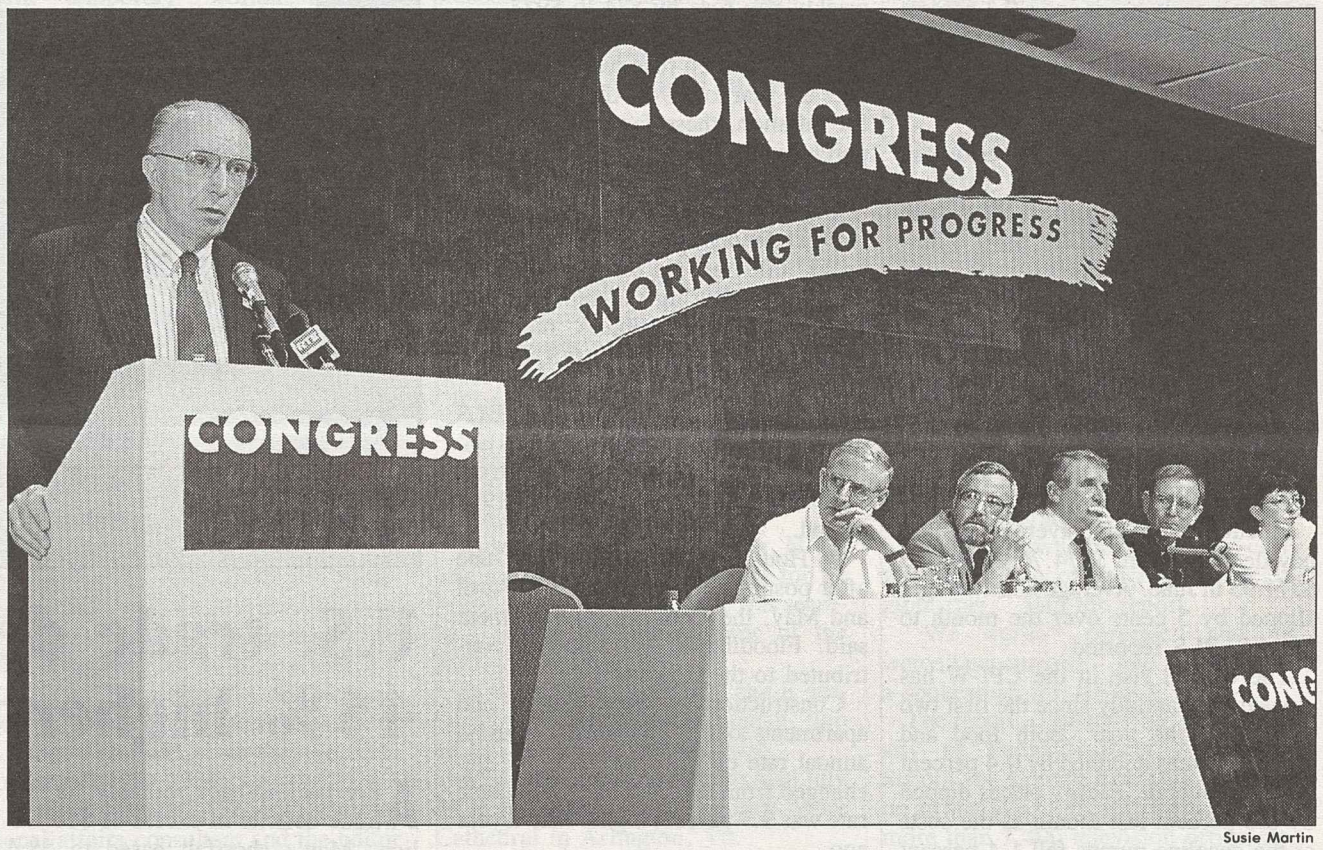
The AFL-CIO, through its Labor Committee for a Free Cuba, has documented numerous violations of human and workers rights in Cuba and reported its findings to the U.S. Congress and the International Labor Organization.

"If Castro loves Cuba, just a little bit, he would leave the island and allow others to make it prosper once again," Chanes told reporters in Miami. "The Cuban people are suffering needlessly."

Leader of the Cuban brewery workers, Chanes was arrested July 18, 1961, after he renounced his government post and openly criticized Castro's intention to establish a communist dictatorship.

Chanes was released from his Cuban jail cell July 17, 1991, when Kirkland appealed to the Cuban government to honor Chanes's request to join his family in Florida as an humanitarian gesture.

Two years later, he was set free and permitted to leave the country.



Susie Martin

AFL-CIO Secretary-Treasurer Thomas R. Donahue emphasizes the value of international labor solidarity in his remarks as fraternal delegate to the Irish Congress of Trade Unions in Galway, Ireland. The Irish federation later voted to join the International Confederation of Free Trade Unions.

Han to return to China to build union

By Michael Byrne

Han Dongfang, the Chinese trade union leader who nearly died in prison before an international campaign won his release, said he will return to China in the next few months to resume his campaign for workers' rights.

"The conditions are ripe to establish free trade unions in China," Han told a news conference at the George Meany Center for Labor Studies. "The government has put tremendous pressure on workers, but workers must be educated about their rights."

Han, named to receive the 1993 AFL-CIO George Meany Human Rights Award, was honored with a similar award from the National Endowment for Democracy in April, when he also met with President Clinton. Since he arrived in the United States last September, he has been living in the Chinese community near Princeton University, studying international labor and nursing his health.

The 30-year-old former railroad worker founded the Beijing Workers Autonomous Federation at the height of the Tiananmen Democracy Movement in 1989 and "was the acknowledged leader of a nationwide movement among workers seeking freedom of assocation and democracy," AFL-CIO President Lane Kirkland said.

During two years of deprivation in the Chinese gulag, he contracted tuberculosis and nearly died. After his release from prison, he was harassed and beaten after he staged a protest against a repressive trade union law.

"After I was released from prison, I spent a lot of time with friends trying to figure out what to do," he said. "We decided that, in order for the free trade union movement to survive in China, we would have to work through the legislative process, to change the law."

He stressed he did not intend to challenge the Chinese government, but would work peacefully within the law to help bring about change.

"The Chinese people do not have confidence in the laws, since they are seen as punitive rather than protective," he said. "So there is support for change. We can do a lot of things without breaking Chinese laws, but the first thing we must do is educate Chinese workers about internationally recognized labor laws."

"We must summon the courage to educate and to organize workers, to show them that only by themselves and through their own efforts can they protect their rights. If they fully realize their rights, their own power, then no government, no power, can ignore the working class as a social force."

Han lamented that "almost no worker in China is aware of these international standards. The Chinese Communist party claims to be the party of workers and, of course, it will protect workers' rights. But I wouldn't trust any political party, even a democratic party, to represent the rights of workers."

The formation of the Beijing Workers Autonomous Federation in 1989 "sent out a signal that the Chinese workers could have independent representatives. They are ready to hear more."

ECONOMY

Workers lose another 1% despite easing inflation

By John R. Oravec

The overall cost of living held steady in June, although workers were hit with a 1 percent drop in real weekly earnings, the Bureau of Labor Statistics reported.

Most major components of the Consumer Price Index for Urban Wage Earners (CPI-W) declined last month, except for medical care and housing costs.

The welcomed standstill in CPI came on the heels of a palatable 0.1 percent rise in May for the smallest two-month change in consumer prices in more than two years.

However, a 0.9 percent decline in average weekly hours and a 0.1 percent decrease in weekly earnings depressed the buying power of production and non-supervisory workers by 1 percent in June.

Even though workers saw weekly pay rise 1.1 percent in May, their real earnings are down 0.3 percent from June 1992 after adjustment for the 2.8 percent rise in the consumer price index over the last 12 months.

Workers have seen a deep erosion of their buying power over the longer term as wage gains did not kept pace with inflation. Since June 1983, AFL-CIO economist Anne Draper pointed out, real weekly earnings have fallen 6.9 percent.

In current dollars, average weekly pay declined from $374.76 in May to $371.95 in June. Average hourly wages slipped by 5 cents over the month to $10.75, BLS reported.

The overall rise in the CPI-W has slowed substantially since the first two months of the year. Both food and clothing prices declined by 0.4 percent in June. Overall, energy prices dipped by 0.3 percent last month as the costs at the gasoline pumps fell 1.4 percent while heating oil rose 0.7 percent.

Housing costs, mainly rent, rose 0.3 percent and were up 3.1 percent from June 1992. The increase in medical care costs slowed substantially to 0.3 percent after an 0.8 percent surge in May. Medical care costs are 6.2 percent higher over the year.

In a separate report, the BLS producer price index for finished goods (PPI) declined 0.3 percent in June after showing no change in May. Analysts viewed the data as evidence that inflation remains under control, despite a jump in some inflation measures earlier in the year.

Among key PPI components in June, food prices dropped by 0.9 percent and energy prices were down 0.5 percent. Index components for goods other than food and energy declined by 0.3 percent.

For the first six months of the year, the PPI rose at a seasonally adjusted annual rate of 2.4 percent, compared with a 2.6 percent rise in the year-ago period.

Analysts said the flooding in the Midwest will not have any impact on the price index until late summer. Even then, they expect a small rise in the overall price level.

In other economic reports:

● Median earnings of American families slipped by 1 percent over the year ended June 30 after adjustment for inflation, according to BLS data.

While earnings of families with wage and salary workers increased by 2.1 percent over the past 12 months to $694 a week, consumer prices rose 3.1 percent to undercut family buying power by 1 percent.

BLS said that nearly two-thirds of married-couple families had two or more wage earners at the end of the second quarter. The weekly median wages for families with one wage earner rose just $5 over the year to $407 before seasonal adjustment. For families with at least two wage earners, weekly pay rose by $24 to $923.

Median weekly pay of families maintained by women rose just 1.3 percent over the year to $394. After adjustment for inflation, these families saw their purchasing power decline by 1.8 percent from the second quarter of 1992.

The BLS data showed that families with at least one employed member rose by 437,000 over the past 12 months to 54 million. During the same period, households with jobless members declined by 383,000 to 6.3 million families.

In the second quarter of 1993, BLS said 6.6 percent of all U.S. families had some member unemployed, down from 7 percent in the comparable 1992 period.

● Housing starts leveled off in June after posting substantial gains in April and May, the Commerce Department said. Flooding in the Midwest contributed to the slowdown.

Construction of new houses and apartments totaled a seasonally adjusted annual rate of 1.25 million units, unchanged from the May level. The June rate was 9.9 percent higher than a year ago.

Single-family starts fell 2.8 percent to a rate of 1.08 million after advancing 4.8 percent in May. Construction of multifamily units surged 21.5 percent in June to a 175,000 rate after slipping 2 percent in May.

In the first six months of 1993, the Census Bureau said 609,500 housing units were actually started, a gain of just 1.1 percent from the comparable year-ago period.

Applications for building permits declined in June by 1.3 percent to a rate of 1.11 units after advancing in the each of the previous two months.

● Industrial production at U.S. factories, mines and utilities declined 0.2 percent in June, the first drop since September, the Federal Reserve reported. Production in both durable and non-durable goods fell.

Despite the June decline, output was 3.8 percent higher than it was in the year-ago month.

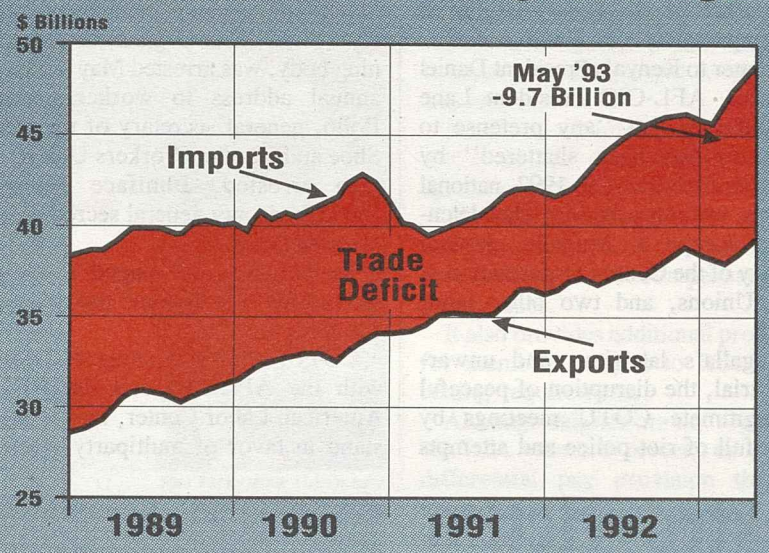
Capacity utilization eased a bit to 81.2 percent, although the rate was 1.6 percent higher than in June 1992, the Fed said.

● Retail sales rose 0.4 percent in June to a seasonally adjusted $171.9 billion, with durable goods sales rising 0.7 percent to $64.1 billion and sales of non-durable goods up 0.2 percent to $107.8 billion.

Significant statistics

Trade deficit widens

Three-month moving average



Source: Bureau of the Census, Foreign Trade Division

The three-month moving average on foreign trade increased the U.S. deficit to $9.7 billion in May, up from $6.7 billion in the year-ago period. In the first five months of 1993, the U.S. trade gap widened to $44.6 billion from $29.7 billion in the comparable 1992 period, the Commerce Department reported.

Merchandise trade	
May deficit	$8.4 billion
Consumer prices	
June CPI-W	no change
Real wages	
June	-1 percent
Retail sales	
June	+0.4 percent
Industrial production	
June	-0.2 percent
Capacity utilization	
June	81.2 percent
Change from May	-0.3 percent
Housing starts	
June	no change
New units (annual rate)	1.25 million

AFL-CIO NEWSGRAFIC

U.S. trade deficit running 45% higher than last year

After back-to-back monthly foreign trade deficits in excess of $10 billion, May's shortfall eased to $8.4 billion. But that put the three-month moving average of the deficit at $9.7 billion, or 45 percent higher than the $6.7 billion in the comparable 1992 period.

U.S. exports rose 1.2 percent in May to $39 billion even as imports eased by 2.8 percent to $47.3 billion, which Commerce Secretary Ron Brown welcomed as "an encouraging sign for the economy."

However, in the first five months of the year, the U.S. trade imbalance amounted to $44.6 billion. That is well ahead of the $29.6 billion shortfall for the comparable 1992 period. At the current pace, the 1993 trade imbalance would top $100 billion. Last year's trade deficit totaled $84.5 billion and was up sharply from the 1991 shortfall of $66.7 billion.

Overall imports have risen by $21 billion this year while exports have increased by $8 billion, the Commerce Department data show. Imports now account for a record 25 percent of U.S. purchases.

Auto imports have increased nearly 13 percent from a year ago, mainly because of an influx of Canadian and Mexican-built vehicles. Imports of Japanese cars are down slightly.

Although the U.S. trade imbalance with Japan declined to $3.7 billion in May from $5.5 billion in April, the Japanese trade ministry reported that the country's trade surplus with the United States rose nearly 7 percent in June.

At the G-7 economic summit in Tokyo, President Clinton and Japanese Prime Minister Kiichi Miyazawa had announced a "framework" agreement devised to narrow the imbalance between the two countries. The United States ran up a $49 billion trade deficit with Japan last year. In the first five months of 1993, the U.S. imbalance amounted to $22.5 billion and is running about 20 percent above the year-ago pace.

The U.S. deficit with China widened to $1.8 billion from $1.5 billion in April as imports rose and exports declined. The deficit with Canada declined to $827 million from $868 million in April.

The United States posted a $332 million surplus with Western Europe, down from $449 million in April.

In the first five months of the year, the surplus was at $4.3 billion, down sharply from the 1992 level. The U.S. surplus with Hong Kong rose to $285 million, but declined with Mexico to $249 million.

Before seasonal adjustment, the May deficit in manufactured goods eased to $6.3 billion from $8 billion in April. Exports edged up to $31.4 billion while imports tapered off to $37.7 billion.

—John R. Oravec

Newsmakers

Edward J. Carlough has resigned as president of the Sheet Metal Workers and all union-related trusts, citing poor health. The announcement came July 10 during a meeting of the union's executive council, which elected Third Vice President **Arthur Moore,** president and business manager of Local 28 in New York City, to succeed Carlough, who had led the union for 23 years.

AFL-CIO Employee Benefits Director **Karen M. Ignagni** will leave the federation Sept. 6 to become president of the Group Health Association of America in Washington, the largest trade association for health maintenance organizations. Ignagni, who joined the AFL-CIO in 1982 from the staff of Sen. Claiborne Pell (D-R.I.), has been department director since 1990 with responsibility for health care, pension and social security issues. At GHAA, Ignagni succeeds **James F. Doherty,** a former AFL-CIO legislative representative, who announced his intention to retire last year. Doherty joined Group Health in 1970 and became its president in 1979.

President Clinton announced July 14 that he plans to nominate **Martin Manley,** a business and labor consultant, as a Labor Department assistant secretary for the new Office of the New American Workplace.

John Calhoun Wells, a consultant in joint union-management processes, will be appointed director of the Federal Mediation and Conciliation Service, the White House announced.

Joseph Swerdzewski, counsel for special outreach with the Federal Labor Relations Authority, was nominated by Clinton to be general counsel of the authority. Upon Senate confirmation, he would replace **Alan R. Swendiman** as FLRA general counsel.

The Government Employees joined in coalition with the unaffiliated National Treasury Employees Union and the National Federation of Federal Employees to condemn the federal government's practice of hiring long-term ''temporary'' workers to avoid paying employment benefits. The issue was raised after the death of **James Hudson,** a temporary eight-year veteran of the National Park Service.

Two Machinists are motorcycling across the United States to raise thousands of dollars for a food bank that serves unemployed families in Seattle's Puget Sound area. **Ron McGaha** and **Don Branin** hope to raise $1 for each mile they ride. It will take the Machinists District Lodge 751 members three weeks to cover the 12,000 cross-country miles to Washington, D.C.



Illinois AFL-CIO

South African leader Nelson Mandela spoke to an overflow crowd of more than 1,500 at Chicago's Plumbers Hall July 7 during his fund-raising tour of the United States. Mandela referred to organized labor in the United States as one of the most powerful anti-apartheid movements. "You have been a strength to our liberation movement and you have made a vital contribution to our struggle," he said.

AWARDS

Willie Rudd, president of the Electronic Workers Furniture Workers Division, received the ''Rebuild America Award'' from the National Rainbow Coalition. Rudd was honored for his role in fighting for employee rights at the Hood Furniture Co. in Jackson, Miss., where the workers have been without a contract since they voted to join the IUE in 1989.

Robert Gabor, AFL-CIO international affairs consultant and the editor of Interco Press, received Hungary's highest civilian award during a ceremony in Budapest July 14. The award, presented by Hungarian President Arpad Goncz, recognizes a lifetime of service devoted the democracy. AFL-CIO President **Lane Kirkland** received the award in 1992.

DEATH

Sally Teresa Kidwell, 62, a longtime secretary in the AFL-CIO Department of Information and a COPE activist in Northern Virginia, died of cancer July 14 in Florida. She also represented clerical workers for the Office and Professional Employees unit at the AFL-CIO and served as first vice president of OPEIU Local 2.

Her sister, Margareta Crampton, is COPE director for the Metropolitan Washington AFL-CIO.

Kidwell, a native of Rochester, N.Y., was an activist in labor efforts for 32 years. At the AFL-CIO, she was secretary to the managing editor of the AFL-CIO News.

In addition to Crampton, she is survived by her husband, Kenneth, two children and two step children.

A memorial service is to be held July 31 at 10:30 a.m., at St. Thomas More Cathedral in Arlington, Va.

TV overlooks U.S. diversity, study finds

If television is a looking glass into America, some people seldom see their reflections — including the poor, senior citizens, the disabled, African-Americans, Latinos and Asian Americans.

That is the conclusion of the first comprehensive study on television casting, commissioned by the Screen Actors Guild and the Television and Radio Artists.

The report is part of the unions' effort to ensure that media decision makers reflect more fairly the diversity of America. Subtitled ''Casting and Fate,'' the study looks at television characters and how they fare in both fictional and news programs.

Focusing on African-Americans, Latino/Hispanics, Americans of Asian origin, lower-income people, the disabled, the mentally ill and women, the study revealed that ''the world of television seems to be frozen in a time-warp of obsolete and damaging representations.''

The report found that senior citizens are virtually invisible, women are portrayed as aging much faster than men and that disabled and low-income Americans are almost non-existent in TV land.

''As the 43 million disabled persons gain legal rights of equal access and employment, in reality, physical disability is visible in 1.5 percent of characters in prime-time and 0.2 percent in the news,'' said the report.

African-Americans make news as criminals twice as often as men in general. Evil aliens of color are all men. Mentally ill characters fare badly in all types of programs.

''In the overwhelmingly middle-class world of TV, poor people play a negligible role,'' said the report.

''We weren't surprised and we weren't encouraged,'' said Dick Moore, a spokesman for AFTRA.

The report, conducted by the University of Pennsylvania's Annenberg School for Communications, is based on an analysis of 19,000 characters and more than 1,400 television programs.

Convention Calendar

This is a list of conventions and conferences scheduled for the remainder of 1993 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Aug. 2-6	Aluminum, Brick and Glass	Las Vegas
Aug. 11-13	Iowa	Waterloo
Aug. 12-14	Nevada	Reno
Aug. 20-21	New Mexico	Las Cruces
Aug. 20-23	Wyoming	Casper
Sept. 9-11	Washington	Spokane
Sept. 10-12	Vermont	Bennington
Sept. 15-17	South Carolina	Myrtle Beach
Sept. 19-22	Tennessee	Nashville
Sept. 19-23	Florida	Lake Buena Vista
Sept. 19-23	Maryland and D.C.	Baltimore
Sept. 19-23	Allied Industrial Workers	Minneapolis
Sept. 19-24	Rubber Workers	Las Vegas
Sept. 20-22	Minnesota	St. Paul
Sept. 22-24	North Carolina	Greensboro
Sept. 22-24	Connecticut	Hartford
Sept. 23-25	North Dakota	Fargo
Sept. 27-29	Oregon	Portland
Sept. 27-29	Nebraska	Kearney
Oct. 6-8	Massachusetts	Boston
Oct. 14-15	Rhode Island	Providence
Oct. 18	Hawaii	Honolulu
Oct. 18-20	Alabama	Mobile
Oct. 18-22	Roofers	Las Vegas
Oct. 20-22	West Virginia	Charleston
Oct. 20-22	Georgia	Savannah
Oct. 22-24	New Hampshire	Nashua
Oct. 25-29	Transport Workers	Las Vegas
Nov. 3-5	Maine	Rockport
Nov. 7-8	Mechanics Educational Society	Columbus, Ohio
Nov. 9-12	Indiana	Indianapolis
Nov. 17-19	Oklahoma	Oklahoma City

AFL-CIO Meetings

Aug. 2	AFL-CIO COPE Meeting	Chicago
Aug. 3-4	AFL-CIO Executive Council	Chicago
Aug. 20-22	APALA	Los Angeles
Sept. 27-28	FAST	San Francisco
Sept. 30	Transportation Trades	San Francisco
Sept. 30	DPE	San Francisco
Sept. 30-Oct. 1	Maritime Trades Department	San Francisco
Oct. 1	Public Employee Department	San Francisco
Oct. 1-3	ILCA	San Francisco
Oct. 2	AFL-CIO Executive Council	San Francisco
Oct. 3	COPE Meeting	San Francisco
Oct. 4-7	AFL-CIO Convention	San Francisco
Nov. 5-7	National CLUW Convention	San Francisco

Mississippi rampage energizes union service

Continued from Page 1

Letter Carriers who are knowledgeable about the neighborhoods will conduct damage assessments for the Red Cross.

"Labor's efforts have been tremendous," said Missouri AFL-CIO Secretary-Treasurer Donald F. Owens. "And we will continue to take an active role because the governor announced there will be a task force for disaster clean up."

Coordinating one of the largest water distribution efforts in Des Moines, AFSCME Council 61 has been moving more than 100,000 gallons daily. Trucks were pulling in and out of the driveway continuously to drop off or receive water as dozens of volunteers filled gallon jugs with water and loaded them into trucks.

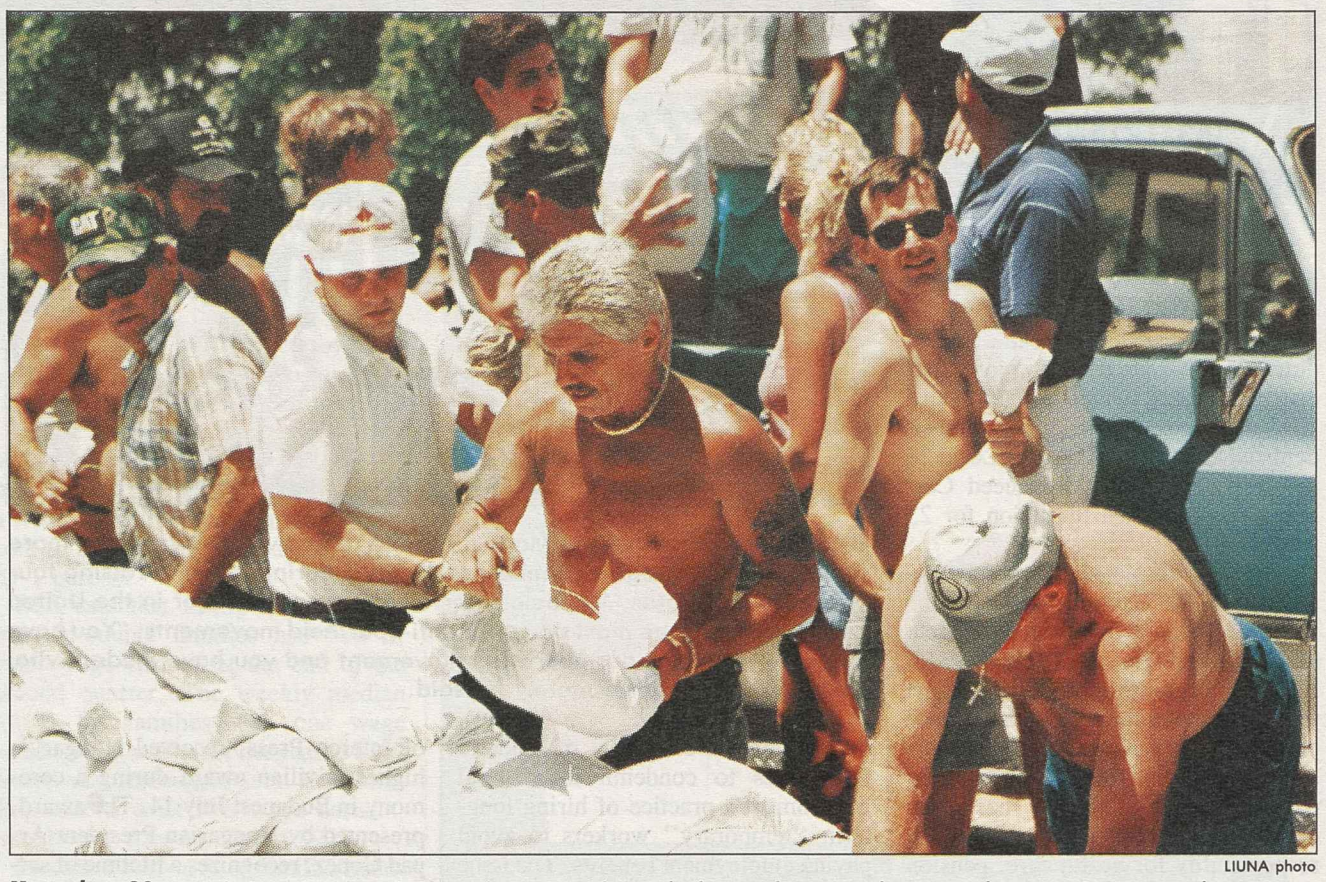
Most of the water is going to shelters, nursing homes, child care facilities, group homes and other places left high and wet, unable to retrieve water for themselves, said Jeanette Woods, disaster operations coordinator and president of AFSCME Local 2048.

"We are asking our members to donate clothing and make a financial contribution to emergency funds established by the AFSCME councils in the Midwest," said AFSCME President Gerald W. McEntee, who toured flood-ravaged areas last week.

Council 61 President Don McKee accompanied President Clinton on part of his bus tour in the Des Moines area.

TWA and Machinists Local 1650 in Kansas City will be taking two 40,000-gallon tanker trucks full of water to Des Moines, said Mike Fisher, president of the Heart of America AFL-CIO. "We are recovering now, some businesses are knocked out, but there's no dramatic level of destruction."

More than 30 members of LIUNA Locals 110 and 718 came to the aid of Kimmswick, Mo., an historic community, after the flood threatened to destroy historic landmarks. The members helped to bolster the town's levees with sandbags.



LIUNA photo

More than 30 members of Laborers Locals 110 and 718 help to shore up levee in historic Kimmswick, Mo.

"As our experience in Hurricane Andrew disaster relief indicates, union workers believe they have a special responsibility to be involved in their communities," CWA President Morton Bahr told delegates to the Community Services conference.

"Because union workers enjoy the right to participate in decisions affecting their jobs, they also have the responsibility to take a leadership role in their communities," he said.

The flood has caused some 31 fatalities and $10 billion in damage. The Mississippi River is expected to remain above flood stage until August in some places.

Union members seeking financial relief also have the support of Union Privilege programs. Flood victims who participate in the Union MasterCard, loan, mortgage, real estate and life insurance programs may be eligible for payment extensions, financial assistance and other special help.

"We understand how tough it is for people to put their lives back together when disaster strikes," said Union Privilege President David Silberman. "That's why we've contacted our program providers and assembled this special-assistance program — to let our members know that we're here, and that we'll do whatever we can to help."

In 1992, Union Privilege and its program suppliers offered similar program payment extensions and financial assistance to victims of Hurricanes Andrew and Iniki.

For more information contact: Union Member Mortgage and Real Estate, 800/257-0460; Union MasterCard, 800/622-2580; Loan Program, 800/343-7097; and Life Insurance Plan, 800/327-4349.

Donations for flood victims should be made directly to local American Red Cross chapters.

VOLUME 38, NUMBER 16
JULY 26, 1993

AFL-CIO NEWS

INSIDE

1 ***Atlanta Olympics going 'Union Yes'***
The 1996 Olympic Games in Atlanta have adopted a fair-wage agreement covering construction workers who will build an 85,000-seat stadium and other facilities.

2 ***Senate panel reviews safety committees***
The campaign for Occupational Safety and Health Act reform gained ground with a Senate panel review of how well joint labor-management safety committees work in Oregon.

3 ***Senate supports Hatch Act reform***
The Senate overwhelmingly adopted Hatch Act reform legislation that would restore political and constitutional rights for about 3 million federal and postal employees.

4 ***Health costs pinch at bargaining table***
Facing attacks on their health care benefits at the bargaining table, union members have rushed to the front lines in the battle for national health care reform.

5 ***Unions, civil rights groups plan march***
Thousands of trade unionists and civil rights activists will mark the 30th anniversary of the March on Washington for Jobs and Freedom with a march and rally on Aug. 28.

9 ***U.S. labor presses rights for Africa***
The AFL-CIO is working on several fronts to safeguard human and workers' rights for African trade unionists who face arrest, jail, harassment and sometimes murder.

UNION YES

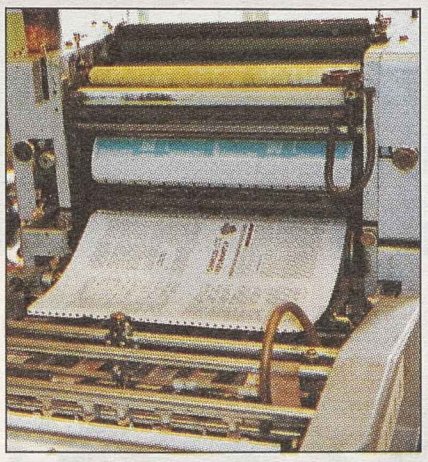
The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

7/26/93

AFL-CIO NEWS

VOLUME 38, NUMBER 17 AUGUST 9, 1993



AFL-CIO support helps Poland's Solidarity spread the word. Page 10.

Council sets all-out fight for Workplace Fairness

By Michael Byrne
Chicago

The battle over workplace fairness was enjoined anew as the AFL-CIO Executive Council pledged support for replaced strikers at Diamond Walnut and A.E. Staley and vowed to press legislation to ban ''permanent replacements'' for strikers, S. 55, in the face of a threatened filibuster by a minority in the Senate.

The council also elected two new members — an African American woman and a Hispanic woman — and approved loan guarantees for the Teamsters to back the union in its bargaining for 165,000 workers at the United Parcel Service. The new members, Vice President Gloria Johnson of the Electronic Workers and Vice President Linda Chavez-Thompson of AFSCME, replace Joyce Miller and Jack Otero, who joined the Clinton administration.

But the council's two-day summer meeting primarily was devoted to the federation's legislative campaigns for a ban on ''permanent replacements'' for strikers and health care reform, including a visit by Ira Magaziner, President Clinton's senior adviser for domestic policy. (See story, Page 6).

AFL-CIO President Lane Kirkland told reporters that ''we intend to persevere and to do our level best to make sure that S. 55 comes to a vote. If we can get a fair, democratic vote, I am confident that the majority would

Continued on Page 9

EXECUTIVE COUNCIL

- California school voucher plan opposed. Page 6
- Labor gears up for March on Washington. Page 8
- Upturn in organizing victories reported. Page 8
- Unions provide aid for flood victims. Page 9

AFT victory for R.I. nurses shows way

Teamsters cooperate in organizing drive

By Candice Johnson

An organizing victory among 1,250 registered nurses at Rhode Island Hospital has paved the way for representation elections among other workers at the health care facility.

The Federation of Nurses and Health Professionals division of AFT was voted in by RNs at the hospital by a solid 649-426 margin in a National Labor Relations Board election in July. The campaign at the state's largest hospital and employer was part of an on-going cooperative organizing effort involving the AFT and Teamsters.

Petitions have been filed for separate elections in a unit of 1,500 non-professional workers and a unit of 100 skilled maintenance workers — in which the Teamsters are the union on the ballot, along with an AFT vote that will cover some 400 licensed practical nurses. These pending elections are under review by the NLRB, which is examining ''overlapping issues.''

The campaign among RNs got under way late last year, fueled by nurses seeking a greater voice in patient care issues and angered by a 400 percent increase in health insurance premiums, Richard Sanders of the FNHP said.

Several unions had leafletted the hospital, but after a successful first meeting with hospital workers and AFT staff, and groundwork laid by the IBT among maintenance and production workers, the two unions launched the cooperative campaign.

Hospital management ran an ''extremely nasty and poisonous campaign,'' said Candice Owley, national chairperson of the FNHP.

Union-busters were brought in to direct an effort that ''threatened nurses

Continued on Page 8



Raymond Crowell/Page One Photography

Communications Workers convention delegates rally in Las Vegas, challenging Frontier Hotel management to bargain fairly with the 550 workers it ''permanently replaced'' two years ago. Convention story, Page 12.

Unions help spotlight ideal workplaces

By Rex Hardesty
Chicago

Employers ''are finally catching on,'' said Sigurd Lucassen of the Carpenters, ''when you hire a body you also get a mind.''

With that comment, Lucassen perhaps best defined the magnificent display of U.S. labor-management cooperation showcased in the Clinton administration's one-day Conference on the Future of the American Workplace, which featured descriptions of a dozen union and a couple of non-union enterprises.

Union members made maximum use of the chance to show off the ideal, high-performance workplaces, from well-known operations like the UAW at Saturn and the Clothing and Textile Workers at Xerox to less-publicized units like the Paperworkers at Cin-Made and Steelworkers at L-S Electro Galvanizing.

President Clinton spoke at lunch and chaired one of the four panels in which combinations of management, labor and industrial experts were questioned by Secretaries Ron Brown of Commerce and Robert B. Reich of Labor, the co-hosts of the gathering.

AFL-CIO Secretary-Treasurer Thomas R. Donahue complimented the vision of the employers on the conference panels, but noted that ''it's sad that they represent such a tiny percentage of all employers and sadder still that the 'old employer' demand of absolute control imposes an impossible atmosphere of enormous opposition to any voice'' that workers choose for themselves.

In his written presentation to the conference, Donahue stressed union acceptance of the high-performance quest while noting that change would require wholesale restructuring with adequate training, repudiation of sham workplace committees that are of management, by management and for management, and recognition that ''power is never freely surrendered but is born of crisis,'' such as the threat of bankruptcy.

Forty-eight hours later, the Clinton administration's 10-member Commission on the Future of Labor-Management Relations, chaired by John T. Dunlop of Harvard, delved into the related topic of worker committees, including an exposition of the model

Continued on Page 16

Donahue: OSHA protections inadequate to task

By Colleen M. O'Neill

There's something wrong with a country that has greater protections for wild horses and burros than for its workers, AFL-CIO Secretary-Treasurer Thomas R. Donahue told a congressional panel.

''Compared to other federal environmental and safety laws and programs, OSHA deficiencies are particularly glaring — we have done far better in every other area,'' Donahue said to the House Education and Labor Committee. ''The OSHA law must be changed to give workers the same high degree of protection we provide to the public and the environment.''

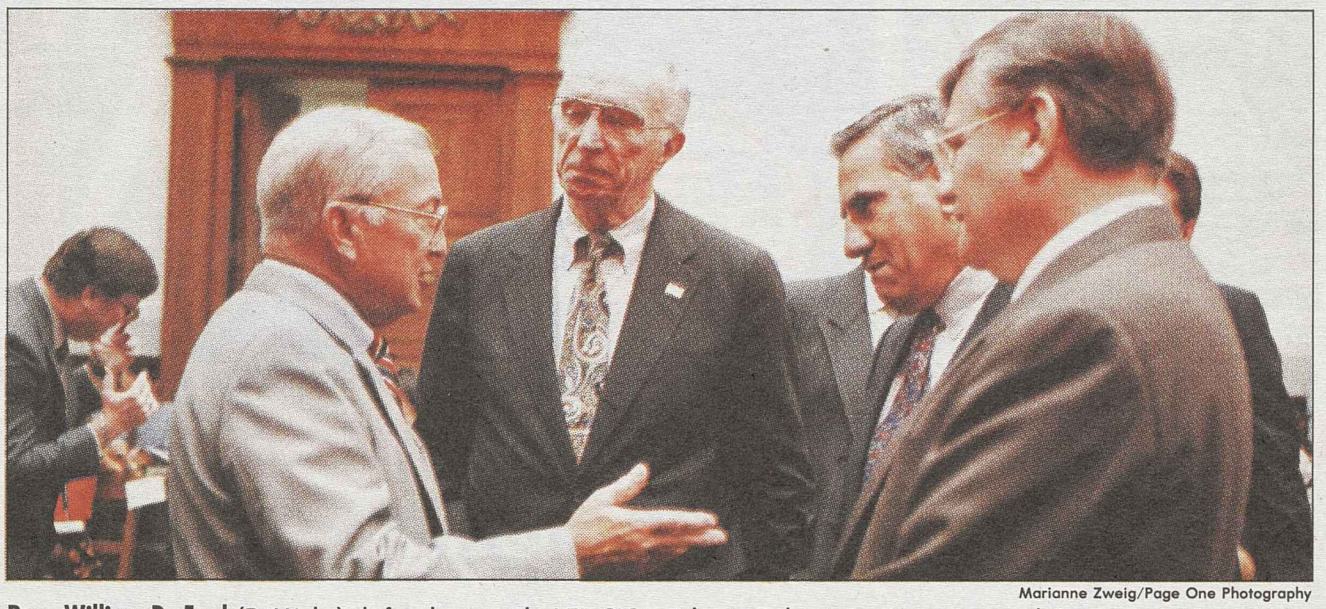
Donahue offered support for H.R. 1280, the Comprehensive Occupational Safety and Health Reform Act, during his testimony.

''This is the first time in more than two decades that the Congress has considered reforms in the nation's job safety law,'' he said. ''We think corrective action is vital to the country and its workers.''

The Occupational Safety and Health Act, passed in 1970, contained the promise of a safe workplace for America's workers. It is a promise that remains unfulfilled, Donahue pointed out.

The new OSHA bill would give workers a voice in their own safety through the establishment of joint workplace safety committees. The measure also calls for increased training about job hazards and better protection from discrimination for workers raising safety concerns.

Also included are provisions to extend OSHA coverage to state and local employees, faster standard setting and timely correction of hazards, along with special requirements for safety and health in the construction industry.



Marianne Zweig/Page One Photography

Rep. William D. Ford (D-Mich.), left, chats with AFL-CIO Secretary-Treasurer Thomas R. Donahue and Vice Presidents Robert A. Georgine and George J. Kourpias at hearings on legislation to reform the job safety law.

In response to questions, Donahue and AFL-CIO Director of Occupational Safety and Health Peg Seminario repeatedly stressed the need for better safety education and training opportunities for workers.

''I don't believe there's any hope in God's world of ever having enough OSHA inspectors,'' Donahue said to Rep. Xavier Becerra (D-Calif.), who had shared some workplace stories concerning his father and grandfather. ''OSHA inspects workplaces every 87 years. Your father and grandfather would live and die in that cycle and perhaps never see an OSHA inspector. We do believe there's a new way to ensure workplace safety.''

AFL-CIO Building and Construction Trades President Robert A. Georgine addressed the special needs of construction workers for the committee. The industry accounts for approximately 2,000 of the 10,000 reported annual workplace fatalities, along with more than 500,000 injuries each year.

''Each day we delay action, eight workers will be killed and 1,000 will be injured,'' Georgine told the panel. ''We in construction have waited too long — we need action yesterday for ending the needless slaughter of construction workers.''

Georgine summarized for the legislators the results of a national conference on ergonomics, safety and health in construction he convened earlier in the month, and called for better injury data and new approaches to regulations and to enforcement. **(See Story, below.)**

Machinists President George J. Kourpias testified on behalf of all industrial workers. ''We are here today to urge you to reinvigorate this nation's job safety and health laws and to re-establish our commitment to its workers.

''It is our hope that 10 years from now, when Congress is once again considering the state of safety and health in the American workplace, that the figures of death and injury that prompted congressional action in 1971 will be only part of history,'' Kourpias said.

''We can achieve now the vision that Congress intended then for the safety and health of American workers in the passage of this OSHA reform,'' he said to the panel.

National organization touted to improve construction safety

Representatives of labor, business and government stressed that increased safety in the construction industry is an idea whose time is long past due and called for a national organization to bring the parties together on safety issues.

''There is an epidemic in the United States, and it has to be stopped,'' said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department and head of the Center to Protect Workers' Rights, which convened the National Conference on Ergonomics, Safety and Health in Construction.

''This epidemic is in the form of deaths, injuries, diseases and disabilities among construction workers. This week, some 40 construction workers will die on the job, some 4,000 will suffer serious injuries and countless others will be exposed to hazards that will harm their health,'' he noted. ''We should remember this terrible toll.

''Our task is to define ways to control this epidemic, and this should be accomplished through consensus.''

Four days of workshops and general sessions were summarized by John T. Dunlop, former secretary of labor and chairman of the U.S. Commission for the Future of Worker-Management Relations. In addition to establishment of the joint national organization on safety, other recommendations were:

- Site-specific safety and health programs, with on-site safety committees and pre-job planning.
- Improved data from both government and private sources.
- Regulation reform.
- Improvements in workers' compensation laws, with medical portions of workers' compensation to be combined with general health insurance.
- Joint health and welfare programs, already mandated by federal labor law, should be used to improve worker health, and training programs are essential.
- Information and idea-sharing with foreign labor-management organizations.
- Increased research and funding.

The recommendations will be presented to industry leaders, Congress and federal agencies.

The Center to Protect Workers' Rights, the research arm of the BCTD, also has issued a 19-page report documenting the ergonomic hazards faced by construction workers and outlining ways to reduce those risks.

Each year, more than 2,000 construction workers die on the job, with another 500,000 injured. The industry accounts for a disproportionate share of all those killed, injured or made ill from job conditions.

In discussing the problem, John Moran of the Laborers said the United States lagged behind other countries in construction safety and health because the country historically has treated the industry's workers as ''second-class citizens.''

Moran, director of occupational safety and health for the Laborers Health & Safety Fund of North America, urged Congress to spend more money on prevention rather than fixing ''broken workers.'' He called for better safety training, management accountability for worker safety and health, and joint labor-management health and safety committees, a key provision of pending OSHA reform legislation.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 17 — MONDAY, AUGUST 9, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker	Edward T. Hanley	William H. Wynn
Wayne E. Glenn	John J. Sweeney	James E. Hatfield
Vincent R. Sombrotto	Gerald W. McEntee	William H. Bywater
Marvin J. Boede	Owen Bieber	John T. Joyce
Lynn R. Williams	Morton Bahr	Robert A. Georgine
Gene Upshaw	Jay Mazur	Lenore Miller
Jack Sheinkman	John J. Barry	Sigurd Lucassen
Moe Biller	George J. Kourpias	John N. Sturdivant
Richard L. Trumka	Frank Hanley	James J. Norton
Michael Sacco	Ron Carey	Arthur A. Coia
Frank Hurt	Linda Chavez-Thompson	Gloria Johnson

LEGISLATION

Clinton budget in key showdown

By Mike Hall

The House of Representatives narrowly passed President Clinton's budget reconciliation plan Aug. 5, setting up a weekend showdown in the Senate.

The agreement, hammered out in a House-Senate conference, would cut the budget deficit by $496 billion. It was approved, 218-216, even closer than the 219-213 original vote in the House after several lawmakers switched their votes on both sides of the issue.

The votes in both houses followed a long and difficult conference where some major differences between the two original versions were ironed out.

"The budget agreement reached by the Senate and House conference committee moves the nation toward the tax fairness we were promised in last year's campaign," AFL-CIO President Lane Kirkland said.

Kirkland, addressing reporters at the AFL-CIO Executive Council meeting in Chicago, said that "Congress should pass this budget immediately and get the nation moving again."

He regretted that the president's original economic stimulus package died, noting that public facilities and services "have gone to hell in this country." But he said, "it is important to pass the rest of the budget package because we are suffering from the heritage of 12 years of spend and borrow, spend and borrow — a deficit that is a drag on everything we try to do in this country."

Despite claims by Republicans that the bill is a massive tax hike, only single wage earners making more than $140,000 and couples earning $180,000 would see a jump in their income taxes.

More than 80 percent of the new taxes would be paid by people making more than $200,000, about 1.3 percent of the taxpaying population. The very rich would pay a surtax on taxable income over $250,000.

But a CNN-USA Today-Gallup telephone poll Aug. 3 showed that 68 percent of the respondents thought middle-income Americans would pay the most taxes under Clinton's plan.

"I've been trying to clean the dirt off the windshield so the American people can see through it," Clinton said at a news conference. "A lot of what we have been doing in the last six months has just been trying to get the facts out."

The average family would pay less than 10 cents a day in new taxes — all of it from a 4.3 cent-a-gallon increase in the federal gas tax, Clinton said.

The bill also raises the top corporate income tax rate from 34 percent to 35 percent retroactive to Jan. 1. An increase of $21 billion in the earned income tax credit will benefit families making less than $30,000 a year.

Family and Medical Leave Act in effect

By Colleen M. O'Neill

The Family and Medical Leave Act, one of the first pieces of legislation signed into law by President Clinton, went into effect early this month for most employers.

For workers covered under collective bargaining agreements in effect Aug. 5, 1993, the law becomes effective upon expiration of the agreement or Feb. 5, 1994, whichever comes earlier.

The law requires private-sector employers of 50 or more employees to grant eligible employees up to 12 weeks of unpaid, job-protected leave for the birth, adoption or foster placement of a child. Leave also is granted to employees with a serious health condition and to employees who must care for a family member with a serious health condition.

The law also applies to all public agencies, including state, local and federal employers and local education agencies.

In states that have adopted family leave laws, employers must comply with the statute most beneficial to workers, the Department of Labor said.

Additionally, employers are required to maintain group health insurance coverage for an employee on FMLA leave if it was provided before the leave was taken, and on the same terms as before.

Certain "key" employees — defined under the law as salaried workers among the highest-paid 10 percent of employees within 75 miles of the work site — may not be granted reinstatement to their jobs under specified conditions.

The AFL-CIO was an early proponent of the law, arguing that workers should not have to choose between their jobs and their families when time off is needed. The FMLA allows employees to balance the demands of the workplaces with the needs of families, and promotes the stability and economic security of families as well as the national interests in preserving family integrity.

Studies have shown the FMLA can benefit employers as well, through a direct correlation between stability in the family and productivity in the workplace. When workers can count on durable links to their workplace, they are able to make their own full commitments to their jobs.

Other surveys have demonstrated it is cheaper to grant the leave than to train a replacement; in addition, the cost to employers of implementing the requirements of the law are relatively low.

The Department of Labor is issuing seven publications to assist employers and administrators in implementing the act.

House seeks to repair maritime industry

The House of Representatives gave U.S. mariners a boost July 29 when it banned U.S. shipping lines from registering their ships under a foreign banner until 1995.

The 382-40 vote was on an amendment to the FY 1994 Maritime Administration Authorization.

Two major U.S. shipping lines, SeaLand and American President Lines, announced this summer that they planned to place at least 20 of their ships under the Marshall Islands' flag. That move would have allowed the companies to replace their American crews and hire new crews from underdeveloped nations at low pay rates.

In addition, SeaLand and APL would have been able to avoid strict U.S. safety regulations and tax laws.

"This temporary prohibition on reflagging is essential in order to have a rational debate over the future of our maritime industry," AFL-CIO Legislative Director Robert M. McGlotten said. "This vital amendment prevents the Secretary of Transportation from approving the reflagging of existing U.S. marine vessels until December 31, 1994. The amendment gives the Congress the opportunity to fully discuss the fate of the U.S. Merchant Marine without the threat of the two existing U.S. flag carriers from reflagging to a foreign country." **(See council action on Page 7).**

A House Merchant Marine and Fisheries subcommittee also approved an AFL-CIO-backed bill designed to help U.S. ship operations. H.R. 2151 is one of three bills that would revitalize the U.S. merchant marine if the Clinton administration, as expected, allows the long-standing operating differential subsidy program to expire.

The bill would replace the current ODS program with a scaled-back version if ship operators agreed to assist on military sea lifts.

The measure was scheduled to be marked up by the full Merchant Marine Committee before the August recess.

The bill's sponsor, Rep. Gerry E. Studds (D-Mass.), said a new ODS program was needed because "United States ship operators cannot go head-to-head with foreign-flag vessels that pay their seamen Third World rates."

The second bill, H.R. 2152, was approved by the full Merchant Marine and Fisheries Committee July 27. It would encourage the purchase of U.S. built vessels for the domestic trades by making changes in the tax code and by allowing quicker vessel depreciation. Studds said the changes offer incentives to U.S.-flag owners "to build new passenger vessels and environmentally safer-double-hulled tankers."

The third bill, H.R. 2547, was approved by the committee early in late June. It would allow federal loan guarantees to facilitate the construction of ships for export and to modernize shipyards. Since 1981, more than 60,000 shipyard jobs have been lost and 40 yards closed. The bill also would create a joint Defense/Transportation Department technology development program that includes funds for defense conversion projects.

"Without this bill, this trend will not only continue, it will worsen, and soon we will be left with no shipyards, no steelbenders, no supply industries and no industrial base," Studds said.

— Mike Hall

Capitol Digest

An unusual last-ditch maneuver by Republicans has delayed the conference on Hatch Act reform, H.R. 20 and S. 185.

After the Senate passed its version July 20 by a 68-31 margin, Sen. William V. Roth (R-Del.), who led the fight against the bill, objected to the routine of appointing conferees.

The move prompted a check of records by congressional historians who could not find a similar action in 20 years of congressional records.

The bill's supporters had hoped that it would be reported out of conference before the August recess, but there was not enough time to complete the several votes, cloture motion and vote and other parliamentary maneuvers that would been required to overcome Roth's objections. The Senate is expected to try and appoint conferees after the recess.

President Clinton has said he would sign the legislation. This is the third time in recent years that both houses passed Hatch Act reform. The first two were vetoed, in 1976 by Gerald Ford and in 1990 by George Bush.

Elsewhere on Capitol Hill:

NATIONAL SERVICE — The Senate overcame an attempted Republican filibuster and passed the AFL-CIO-backed National Service Trust Act Aug. 2 by a 58-31 vote. The bill came to a vote after several GOP senators switched from the minority's delaying tactics. Republican leaders then abandoned their filibuster efforts and the bill passed with the support of several Republican members.

"National service is about enhanced educational opportunity and rebuilding American community," President Clinton said.

The bill provides for educational grants and stipends for students who volunteer to perform needed public services, a sort of domestic version of the Peace Corps. An expected amendment that would have stripped language barring the displacement of permanent workers was not offered. A similar amendment was defeated in the House.

A quick conference was expected in order to have the bill ready for President Clinton's signature before the August recess.

PERFORMING ARTISTS — The Musicians urged the House Education and Labor subcommittee on labor management to approve an AFL-CIO-supported bill, H.R. 226, which would amend the National Labor Relations Act to allow pre-hire agreements in the entertainment industry, similar to those in the construction industry. "It is an injustice that musicians, actors and other entertainment workers do not have the full protection of federal labor laws," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the subcommittee.

RECESS — Congress was scheduled to begin its annual summer recess Aug. 9. It will reconvene after Labor Day.

NAFTA corporate lobby scored on runaway plants

By John R. Oravec

A number of major corporations that are lobbying Congress for passage of the North American Free Trade Agreement have shifted thousands of U.S. jobs to Mexico, violated worker rights on both sides of the border and continue to dump toxic chemicals, a Washington-based research group charged.

According to the Institute for Policy Studies, 34 member companies of the massive USA*NAFTA corporate lobby have laid off 177,639 employees between 1990 and 1992. At least nine of those companies moved a significant number of U.S. jobs across the border during that period.

Some 2,300 U.S. firms are members of USA*NAFTA, which calls itself a ''grass-roots'' organization with operations in every state, IPS points out. However, these regional operations are managed by ''state captains'' from a cadre of major corporations.

Earlier, the Center for Public Integrity reported that the corporations and the Mexican government were pouring $50 million into lobbying for the passage of NAFTA.

''While claiming to promote what is best for workers and the environment in their states, these corporations are in fact doing the opposite,'' the IPS said.

John Cavanagh, a co-author of the IPS study, said the report ''documents the kind of irresponsible corporate behavior that has been encouraged by the deregulated trade and investment atmosphere between the United States and Mexico.''

Among major companies, General Motors Corp. is in the process of moving 10,000 jobs to Mexico and United Technologies already has shifted 2,000 jobs across the border.

The report notes that GM operates 50 facilities in Mexico, followed by United Technologies with 26, Asarco with 22 and General Electric with 13. Other runaway firms include Allied Signal, AT&T, Phelps Dodge, IBM, ITT and TRW. Several other corporations have transferred jobs to other low-wage countries, the report said.

''These trends indicate that many state captains have a strategy of exploiting cheap labor, and therefore have a vested interest in NAFTA's acceleration of investment in Mexico, where the minimum wage is $4.25 per day,'' the IPS study said.

Studies by other research groups found that some 550,000 manufacturing jobs had been shifted to Mexico during the 1980s and that another 500,000 U.S. jobs would be lost during the 1990s under NAFTA.

The IPS study charges some U.S. firms attempt to suppress trade union activities at plants in Mexico by blacklisting workers who attempted to organize independent unions. Several Mexican workers testified on the blacklisting practices at House hearings.

Other member corporations of the NAFTA lobby were cited in the study for illegally dumping toxic wastes.

''The USA*NAFTA leadership is dominated by heavy polluters,'' the IPS charged. ''Of the 26 manufacturing firms among the captains, 10 are in the top 30 U.S. releasers of toxic substances in 1992.''

Citing deteriorating labor relations among some unionized corporations in USA*NAFTA, the study warns that under the Bush-negotiated trade agreement, ''such firms could use the threat of relocating in Mexico to reduce wages further and compromise working conditions in the United States.''

Meanwhile, trade ministers from the United States, Canada and Mexico resumed talks in Washington on supplemental provisions over labor and environmental issues in the flawed Bush-negotiated agreement. The sticking point is the continued opposition by Canada and Mexico on the implementation of trade sanctions to enforce compliance with the pending side provisions.

At a Chicago news conference during the Executive Council meeting, AFL-CIO President Lane Kirkland said the federation would continue to oppose the Bush-negotiated package ''unless there are agreements that have real, effective teeth'' for the enforcement of labor, human rights and environmental standards.

Because of the diverse economic stature between the United States and Mexico, Kirkland expressed concern that NAFTA would seriously erode the U.S. standard of living. The result could be the ''introduction into the United States of peonage,'' he said.

With or without the side agreements, the prospects of Congress taking up the NAFTA issue immediately after its summer recess are questionable.

More than 100 Democratic members of the House, led by Majority Whip David E. Bonior of Michigan, urged President Clinton to focus on the passage of health care reforms and forgo any push for NAFTA.

''The debate over NAFTA will be difficult and divisive,'' the House members warned. ''It will detract from our efforts to build a broad coalition of support for health care reform.''

Bonior expressed doubts that NAFTA could be sufficiently repaired.

''It is fundamentally flawed,'' Bonior said. ''It will not help working people in the United States or Mexico. The differences between the economic and political systems in the United States and Mexico are too wide. The number of jobs that will be lost are too high.''



Claudia Bradbury/AFL-CIO

Maquiladora workers and their families, meeting with a delegation of U.S. state legislators at a community center outside Tijuana, describe the impact on their lives of appalling working conditions and low wages at U.S.-owned plants operating in Mexico. They expressed doubts that NAFTA would provide any relief.

Pension fund sanctions aimed at defecting employers

By Colleen M. O'Neill

There may be a new tool available to workers and lawmakers sympathetic to them in the fight against runaway employers — state and local pension funds.

Legislation recently introduced in New Jersey provides for those funds — which posted assets of more than $878 billion in 1992 — to be ''divested'' from companies that move operations in search of lower wages and taxes and minimal regulations.

The divestment of the pension funds from those companies would need to be approved by the plan's participants and beneficiaries.

The National Labor Caucus of State Legislators, an affiliate organization of the National Conference of State Legislators, developed the proposal with the support of the AFL-CIO Public Employees Department, Employee Benefits Department and the Office of State Government Liaison within the Department of Organization and Field Services.

New Jersey Assemblyman Robert L. Brown (D) introduced one version of the proposal, the ''Multistate Industrial Retention Act,'' this year. His version calls specifically for a compact between four states, but the AFL-CIO, in urging other state legislators to put forth similar measures, noted that it could be modified to a single state.

Under a proposed multistate pact, however, each participating state would agree in advance to carry out statutorily designated sanctions against selected companies. The proposal includes the formation of an interstate council to determine whether companies have violated standards regarding the relocation of industrial plants.

The sanctions would be similar to those many states and local governments already impose on companies conducting business in South Africa under the Statement of Principles for Corporate Activity in South Africa, formerly known as the Sullivan Principles, outlining pension fund divestment and public contracting restrictions. Another possible sanction is a prohibition against such companies receiving economic development assistance, including tax rebates, subsidized financing and job retraining.

The genesis for the idea came from the 1991 National Conference of State Legislators labor issues conference. Then, the labor caucus voted to explore ways to stem the massive job loss that accompanies runaway plants, along with a drain on the community.

In putting forth the plan for state-based economic sanctions, the NCSL noted that countering job loss serves the long-term economic well-being of a state, making workers and retirees more secure. In addition, the sanctions would help counter the practice of pitting workers, local governments and states against each other to see which area would offer greater concessions in terms of tax breaks, reduced wages and other incentives.

The caucus identified several instances in which the use of legislation like the New Jersey model might be indicated: when a plant closes and the equipment is moved to a new site in another state or country; when expansion facilities are built overseas with subsequent phasing out of domestic production; when overseas plants are bought in joint ventures with foreign companies; and when products are purchased from foreign producers and resold domestically.

The states with the largest public pension assets are California, Illinois, Michigan, Minnesota, New Jersey, New York, Ohio, Texas and Washington.

Conflicts on the road to SOCIAL JUSTICE

Labor and the Catholic Church seek to put into practice their historic alliance in the struggles for social justice and economic democracy.



Milwaukee Labor Press

Jim Elliott, president of the Milwaukee Building and Construction Trades Council, addresses the Catholic archdiocese guidelines covering union jobs at a public hearing.

By Muriel H. Cooper

The U.S. Conference of Bishops' 1986 pastoral letter on the economy posed a challenge to the nation: build an economic democracy that matches the achievements and durability of the U.S. political democracy.

But that letter also posed a challenge to the Catholic Church itself: act as an employer as you tell other, for-profit employers to act. It was a surprisingly frank statement and one greatly appreciated by U.S. unions.

Making the church an ideal employer is an uphill struggle. While the church is clear in its teaching that workers have the right to organize and receive fair wages, some dioceses have built non-union, refused parity in the pay for lay teachers in parochial schools and vigorously opposed the right of workers to form unions at church-owned institutions.

Such contradictions have been confronted recently in Milwaukee and Richmond, Va. Union construction was the issue in Milwaukee, where a new set of guidelines provided a breakthrough similar to earlier agreements in Chicago, Boston and Cincinnati. In Richmond, the bishop came down against actions he felt might show favoritism to employers and their scabs.

Still, some conflicts persist, perhaps most egregiously at Lourdes Hospital in Paducah, Ky., where the Catholic administrators in 1992 "permanently replaced" 220 members of Machinists Local 2770.

The workers, who were forced to strike over concession demands on health care, seniority and subcontracting work, said they were victims of a union-busting campaign. "Lourdes was adamantly opposed to sitting down with us," recalled union member Keith Bradley.

In Los Angeles, the gravediggers for the Catholic cemeteries were forcefully rejected when they expressed a desire to join the Clothing and Textile Workers. Shocked outcries in the commercial news media did not deter the archbishop's heavy-handedness.

The Lourdes and Los Angeles battles are anomalies in a church with a history of commitment to and struggle for workers' rights and economic justice.

It was two decades ago, for example, that the outcome for ACTWU and a Latino work force at Farah was quite different, thanks to the determination of El Paso Bishop Sidney Metzger and parish priest Jesse Munoz. They saw unionization as a starting point to educational achievement and other attainments necessary to struggle out of the barrio into a fulfilled life in an integrated society.

A full century ago, Pope Leo XIII called for the protection of the weak and the poor, affirming the dignity of work and the right to form and join worker associations.

In his encyclical, On Human Work, Pope John Paul II wrote, "It is always to be hoped that, thanks to the work of their unions, workers will not only have more, but above all be more: in other words that they will realize their humanity more fully in every respect."

Over the years, the church and labor have stood in solidarity in many disputes, including the New York Daily News and Pittston Coal strikes. Church leaders have supported a ban on "permanent replacements" for strikers, health care reform, plant closing notice and industrial retention, as well as the call for justice for workers in the Mexican maquiladoras.

Bishop Walter F. Sullivan of Richmond, Va., refused to allow a priest to celebrate Easter Mass with non-striking employees locked inside the Chesterfield County Allied Signal plant, saying it would give the impression that the church was siding with the scabs.

The workers, members of Teamsters Local 101, were striking over reduced health benefits. "First of all, they should have been in church, not locked in their building on Easter Sunday," said Sullivan.

"I have found that usually after these things happen, management will say they made a mistake by locking their own people out and, after they lose and the contract is settled, they say they didn't want to hurt anybody," Sullivan said. "They did it at Pittston Coal, where the workers struck over health benefits. It's like a game to them. It is the right of every employee to have health benefits."

Two weeks after Sullivan refused to allow Mass to the locked-in scabs, the company agreed to go back to the table and settled with the union.

"Catholics sometimes send a dual message," said Sullivan, "but the teachings are very firm and could almost be called magisterial."

Milwaukee unionists complained about union contractors being passed over during project bidding at Catholic institutions.

"We thought 'how un-Catholic' their behavior was," said AFT Local 5001 President Candice Owley. Milwaukee's population is one-third Catholic.

The archdiocese responded by forming the Labor Relations Task Force comprising 25 labor, community and religious representatives. Using the input from public hearings held in the 10-county diocese, the task force established guidelines for vending and employment in area Catholic institutions.

"The guidelines clarify the relationship of church and unions," explained Warren Braun, the Milwaukee Archdiocese delegate for community services.

The guidelines include a recommended bidding process for all projects over $50,000 that stipulates any difference in bids must not result from wage and benefit reductions. The guidelines include an affirmative action commitment and require disclosure of any ownership interest in construction, architectural or supply firms by members of the church boards.

The employment guidelines include the acknowledgement that the worker is more important than work or profit; that workers are entitled to health insurance, training, pensions, vacations and job security; that workers are to be treated as humans, not as factors of production; and that workers are owed an honest day's pay for an honest day's work.

"The documents are guidelines, not mandates," said Braun. "They are check points and suggestions."

"I was surprised how reasonable the guidelines were," said Owley. "I was encouraged by the representatives on the committee who said they felt comfortable with the stand. I think it has potential, but the proof is whether their behavior is improved."

The Catholic position historically has reflected its membership — immigrants struggling to become middle-class citizens, many as hard-working blue-collar laborers. Braun said that changed after John F. Kennedy was elected president. "Today, Catholics are large employers," he said." They are better educated."

But the social doctrine remains. "When you have a pope who reaffirms in 1992 the social teaching that unions are indispensable, then you have to ask, what makes unions important," said AFL-CIO Religion Labor Coordinator Michael Szpak.

"We are building on the tradition and support the church has traditionally offered for organizing workers for collective bargaining purposes," he said.

Szpak points out that 35 percent of the Hispanic population is Roman Catholic and non-union, offering a vast audience who should be receptive to union organizers.

One of the architects of the understanding between the Catholic Church and labor is Msgr. George G. Higgins, a Catholic University economist whose life since 1941 has been social action, which for him meant working with unions and for the workers' right to form unions.

In his semi-biographical book, "Organized Labor and the Church: Reflections of a Labor Priest," Higgins reports the vigor of that support for collective-bargaining in his time and regrets that it is no longer a priority, at Catholic University or elsewhere.

Higgins clings to his credo:

"Effective labor unions are still by far the most powerful force in society for the protection of the laborer's rights and the improvements of his or her condition. No amount of employer benevolence, no diffusion of a sympathetic attitude on the part of the public, no increase of beneficial legislation, can adequately supply for the lack of organization among the workers themselves."

Msgr. George Higgins's book, Organized Labor and the Church: Reflections of a Labor Priest, is available in paperback for $12.95 plus $1.50 handling and postage from Paulist Press, 997 Macarthur Blvd., Mahwah, N.J. 07430, phone 201/825-7300 FAX 201-825-8345.

EXECUTIVE COUNCIL

White House lobbies labor on health care policy

By Michael Byrne
Chicago

Ira Magaziner, President Clinton's senior adviser on domestic policy, assured the AFL-CIO Executive Council that the administration wants to fashion a comprehensive reform proposal that labor can support, saying, ''we can't win this without you.''

''We can't get health care reform done without a president with guts and without a labor movement with guts,'' he said. ''It's hard to underestimate the fight we're going to get into.''

The council quizzed Magaziner on a variety of issues relating to the president's proposal, which is expected to be announced sometime in September. Magaziner indicated that some precise details are still fluid and said, ''let's keep talking.''

John J. Sweeney, president of the Service Employees and chair of the federation's health care committee, praised Magaziner's leadership on the issue and noted that ''you've been very accessible to us.''

Magaziner's accessibility to labor is demonstrated by the fact that he had just met with leaders of the postal and federal unions and was preparing to meet Aug. 9 with building and construction trades union leaders. He has met numerous times with union health care staffers and noted that ''your staffs understand these issues more than anyone else I've ever met.''

In addition, Hillary Rodham Clinton, who chairs the White House task force on health care reform, has met twice with union groups, telling the AFL-CIO Health Care Committee that the president is counting on labor support for his reform program. If the Clinton plan meets labor's objectives, then ''we will be your soldiers'' to get it passed, AFL-CIO President Lane Kirkland told her.

But the federation is not waiting on the details before revving up its campaign to pass comprehensive health care reform, a longtime labor goal. The AFL-CIO task force already has conducted train-the-trainer sessions for grass-roots health care activists, campaign coordinator John Perkins said.

''We're prepared to fight this battle inch by inch in markups by congressional committees,'' Perkins said. ''We've already begun working with a number of coalition groups, trying to coordinate our strategies.''

The public relations campaign also is in motion, said Information Department Director Rex Hardesty, who discussed the results of two focus group sessions — one with union members and one with non-union members.

''The feeling of crisis was clearly understood by both groups,'' he said, ''as was the feeling that government should have a role. Both groups urged us to be factual rather than emotional in our campaign materials.''

Hardesty said his department has developed a regular FAX network to relay information within the labor movement about the health care campaign and provide labor with a rapid defense against the expected assaults on health care reform.



Steve Yarmola/AFL-CIO News

Ira Magaziner, senior adviser to President Clinton for domestic policy, discusses what is known of the administration's plans for health care reform with the Executive Council.

Bill Wagner, director of the Labor Institute of Public Affairs, told the council that ''we are moving from message testing and development to implementation,'' including a new video for labor groups that ''outlines a plan of action and encourages people to go out and take part.''

The public has a good understanding of the need for reform, Perkins said, and now citizens want to compare what they have with what the administration's plan will offer. ''We've got to hold on to our own members,'' he said.

''We can put together a hell of a campaign if we all work together,'' he said. ''We can't ignore the criticism that comes at the beginning. We've got to take on the opposition.''

Magaziner said the administration will employ a very aggressive strategy, ''keeping a fire under it every day. Health care is our first priority after passage of the budget reconciliation. This could be a real milestone and we don't want to let it get away from us.''

California school voucher plan opposed

Chicago

California trade unionists gained the support of the AFL-CIO Executive Council in their campaign against a proposed school voucher plan.

Proposition 174 would give each child in kindergarten through 12th grade a voucher which a parent could apply to private school tuition. The voucher would be worth at least half the amount of average state and local spending for a child in the public system, or about $2,600. At the same time, the measure calls for the state's public education budget to be reduced by twice the amount of each voucher — about $5,200 per student.

''For more than a century, organized labor has championed universal, free public education as a foundation of an egalitarian society,'' the AFL-CIO Executive Council said in its statement on the matter. ''Now, under the pretense of ''school choice,'' the proponents of Proposition 174 are advocating a bad choice: to subsidize families who have already exercised their right to choose private education.

''The bedrock concept of free public education is that the system provides the greatest good for society as a whole and therefore should be supported by all Americans. Parents who make a decision to place their children in private schools should do so at their own expense, not at the expense of other Americans,'' the council said.

During discussion of the matter, AFT Secretary-Treasurer Edward J. McElroy Jr. warned the council that the California voucher initiative could fuel a public sentiment to opt out of public services that could ''spread like wildfire.''

''The voucher proposition is fairly simple,'' he said. ''It shifts resources presently available to public schools into private hands.'' Not only does it encourage parents to take their children out of public schools, ''the end result is subsidizing, to the tune of $2 billion, those who already have opted to private schools.

''None of the accountability standards will apply,'' he said. ''Anything could be a private school. We could have someone like David Koresh starting a private school. All he needs is 25 students.''

McElroy said polls show Californians split on the issue and that ''this is a winnable race.'' He described a coalition of AFT, Service Employees and the unaffiliated National Education Association that was ready to ''step to the line.'' McElroy pressed the federation to mount an election-style campaign to beat the proposition.

Richard Walsh, AFL-CIO COPE director, described the political assistance available, with 1.2 million California union members in the COPE data banks, but noted that ''any mailing or phone contact will be expensive and difficult.''

Walsh told the council he was meeting with union representatives ''to see what we can coordinate.''

SEIU President John J. Sweeney said the initiative ''is part of the ideological fight'' against the rights of organized workers.

''It is mounted by conservatives in the Republican Party and the religious right, the vanguard of the privatization effort. It aims to eliminate the strongest among the unionized work force,'' Sweeney stressed.

Sweeney urged the AFL-CIO and affiliates to go all out to oppose the initiative in November, warning that the off-year election could lead to a low turnout.

''But it can be beaten. We need a major coordinated effort from all of us,'' he declared.

The California AFT has prepared materials to aid the fight against Proposition 174, highlighting problems with the initiative:

- It will put tremendous strain on the state's educational budget by removing some $2.6 billion.
- It does not establish quality requirements to be met by participating private schools.
- It legally sanctions discrimination by allowing schools to select students on the basis of religion, gender, family income and physical and mental disabilities.
- It would serve as a tax subsidy for the wealthy.
- If the highly experimental, controversial measure is passed and doesn't work, there is no easy way to get rid of it.

Council seeks UI extension

Chicago

Responding to continued high unemployment and sluggish job growth, the AFL-CIO Executive Council urged the continuation of the emergency unemployment compensation program beyond Oct. 1.

The program provides an additional 20 to 26 weeks of unemployment benefits to workers who have exhausted their state eligibility.

''A sluggish economic recovery, persistent high unemployment and feeble job growth have left millions of unemployed Americans with little real hope of finding permanent jobs in the near future,'' the Executive Council noted. ''The emergency unemployment compensation program offers them the only hope for economic survival until the jobs picture improves.''

Fewer than half of the 7.8 million ''officially unemployed'' Americans are receiving any unemployment compensation. Congress recently made it easier for states to qualify for federal matching funds for state programs to help the long-term jobless, but only a handful of states have made the statutory changes necessary to take advantage of the new provisions, the council noted.

More than 1.4 million long-term unemployed workers depend on the emergency federal program.



J.S. Monroe

More than 6,000 Mine Workers and supporters rallied in Pinckneyville, Ill., to support the UMWA strike.

Governors urge coal owners to bargain

By James B. Parks

In an effort to bring the nation's coal operators to the bargaining table, the Mine Workers are planning a major national rally on Labor Day in Evansville, Ind.

The rally is the latest in a concerted effort by workers, political and religious leaders to end the three-month-old strike.

The governors of the seven states affected by the strike sent a joint letter to UMWA President Richard L. Trumka and Bobby R. Brown, the chief negotiator for the Bituminous Coal Operators Association, strongly urging them to begin negotiations.

"The labor dispute is continuing to cause economic loss to all parties, including the states affected by the strike, and must be resolved," the governors wrote.

"We stand ready to provide the resources and support necessary to resolve this dispute and encourage the parties to immediately return to the bargaining table," they said. The letter was signed by Democratic Govs. Gaston Caperton of West Virginia, Brereton Jones of Kentucky, L. Douglas Wilder of Virginia, Robert P. Casey of Pennsylvania and Evan Bayh of Indiana and Republicans Jim Edgar of Illinois and George V. Voinovich of Ohio.

UMWA spokesman Jim Grossfeld said the union and the BCOA are in touch with federal mediators on a possible opening of talks.

Two international religious leaders also have expressed their support for the strikers. The Most Rev. Edmond Lee Browning, presiding bishop of the U.S. Episcopal Church, met with Trumka and pledged to do whatever he could to help the UMWA secure a fair contract.

Browning said he had a "conversion experience" after visiting the Southwest Virginia coalfields during the UMWA's strike against Pittston Coal. He later played an active role in helping end that dispute.

Browning has contacted the Archbishop of Canterbury, the top official of the Church of England, about the importance of the British conglomerate Hanson PLC to the settlement of the strike, the UMWA said. Hanson is the parent company of Peabody Coal, the largest U.S. coal company. The church sent a letter to Lord Hanson, owner of Hanson PLC, expressing its concern about the strike.

The Most Rev. Desmond Tutu, the Anglican Archbishop of Cape Town, South Africa, on Aug. 1 wrote a letter of solidarity to the UMWA. "I believe your desire to sustain a strong trade union in the coal mines is a basic human right and I denounce any effort by your employers which would deny you this elemental right," he said.

The UMWA began a selective strike against the BCOA May 10 over the owners' unfair labor practices. Some 17,000 miners are now on strike in seven states.

The main stumbling block is job security for UMWA members who mainly work in older mines where the supply of coal is being exhausted. That supply is being exhausted even faster because of the increased productivity on the part of union members. The union wants UMWA members to be hired for new jobs at new mines and an end to double breasting.

New course sought for maritime policy

Chicago

The AFL-CIO Executive Council called for a sea change in the nation's maritime policy, to revitalize the U.S.-flag merchant marine.

"Maritime policy is in chaos," the council said in a series of statements on the condition of the U.S. maritime industry. "Recent legislative initiatives to bolster the U.S. fleet have failed. Without a clear and comprehensive policy to preserve and enhance the merchant marine, shipping companies will reflag most of the remaining U.S.-flag ships. Thousands more high-skilled Americans will lose their jobs and America's status as a seafaring nation will be lost forever."

The Executive Council called on Congress and the Clinton administration to adopt legislation to support U.S.-flag ships engaged in international trade. In the meantime, the council urged a moratorium on government approval of applications to reflag American commercial ships.

Turning to the ports, the council advocated the use of American facilities and American workers to meet the U.S. Navy's ship repair requirements. It noted the pending layoff of thousands of civilian workers at naval shipyards at Mare Island, Calif., and Charleston, S.C., even as the government increases the amount of repair work it has done at a facility in Yokosuka, Japan, where the Japanese government heavily subsidizes labor costs.

"Last year, the Navy spent more than $1.3 billion on ship repairs in overseas facilities, with a significant portion of the work going to government-subsidized shipyards in Pacific Rim countries," the council said. "While these foreign subsidies may enable the Defense Department's planners to save a few dollars in the short term, the American people will pay the hidden price of these decisions for decades to come — in economic devastation to communities and in the failure to retain the high-paying jobs that are so critical to the nation's defense and economic future."

Commercial shipyards also are suffering from the lack of a national policy to support American commercial shipbuilding while battling subsidized foreign competition.

"Since 1981, when the government eliminated domestic supports aimed at reducing cost differentials with foreign shipyards, 40 American shipyards have closed and more than 180,000 workers have been displaced," the council noted. "Because of massive government subsidies received by foreign shipyards, American shipyards have been unable to recapture market share even as foreign labor costs have risen."

The Executive Council also called for a new federal policy that would include initiatives to counter foreign subsidies, as well as to provide American shipyards with strong financial support and tax incentives to enable them to build and sell ships at world market prices.

Miners' help is strategic labor priority

Chicago

The AFL-CIO Strategic Approaches Committee is providing extensive help to the Mine Workers in their selective strike against the nation's coal operators.

Steelworkers President Lynn Williams, chair of the committee, told the Executive Council that the federation coordinated the visit of an international delegation headed by Enzo Friso, general secretary of the International Confederation of Free Trade Unions, to show global solidarity with the strikers. The delegation visited struck mines, addressed two rallies and met with management at the two largest coal companies and with Labor Secretary Robert B. Reich.

The AFL-CIO also is helping to put pressure on Beazer USA, a subsidiary of Hanson PLC, the British parent of Peabody Coal, the country's largest coal owner. Beazer contracts for state and local government public works projects. Efforts are under way to contact elected officials, asking them to write Beazer and express their concern over Hanson's activities in the coal strike.

The committee also assisted the UMWA with a trans-Atlantic proxy campaign in opposition to anti-shareholder corporate governance proposals at Hanson. The AFL-CIO mobilized institutional investors who opposed the plan and forced the company to withdraw the proposals.

The federation's religion and labor program set up meetings with British and U.S. religious leaders to organize visits to coal executives and to generate community support for the strike.

Meanwhile, two major labor disputes were resolved since the May council meeting, Williams said.

A tentative agreement has been reached between the Electronic Workers and Hood Furniture Manufacturing in Jackson, Miss. AFL-CIO staff are helping 400 workers gain a first contract after IUE won a representation election in 1989.

The committee assisted with coordinating various marches and building extensive community support. It also organized a boycott of Hood products.

Federation staff and the Los Angeles AFL-CIO helped coordinate activities to assist the AFT in its dispute with the Los Angeles School District. The union reached agreement on a contract in February, but that pact was successfully challenged in Los Angeles Superior Court on grounds that it violated a state law prohibiting local governments from spending more money than they have.

In May, the California legislature allocated revenues to the school district.

The committee is continuing its aid to the strikers at the Frontier hotel in Las Vegas with activities including an adopt-a-striker program and picket line demonstrations. The governor of Nevada has appointed a special mediator to gather facts on the dispute.

In addition to Williams, committee members are Presidents John J. Sweeney, Service Employees; William H. Wynn, Food and Commercial Workers; Gerald W. McEntee, AFSCME; Elmer Chatak, IUD; Jay Mazur, Ladies' Garment Workers; George J. Kourpias, Machinists; Richard L. Trumka, UMWA; and James J. Norton, Graphic Communications Union.



Steve Yarmola/AFL-CIO News

Dr. Benjamin Chavis, executive director of the NAACP, is flanked by AFL-CIO President Lane Kirkland and Vice President Jay Mazur of the Ladies' Garment Workers as he tells the Executive Council that mobilization for economic justice will continue beyond the 30th anniversary March on Washington for Jobs and Freedom.

Chavis rekindles historic coalition

By James B. Parks

The 30th anniversary March on Washington for Jobs and Freedom will highlight the link between inequality in the workplace and the nation's social ills, NAACP Executive Director Dr. Benjamin Chavis told the AFL-CIO Executive Council.

"I am mindful of the historic coalition of the AFL-CIO, the NAACP and the churches," Chavis told the council Aug. 3. "It is important to maintain this progressive social force in our society, one that sees pluralism and diversity as key to our strength as a nation."

AFL-CIO President Lane Kirkland and Chavis are co-chairs of the Aug. 28 march which marks the anniversary of the 1963 March on Washington, organized by AFL-CIO Vice President A. Philip Randolph and Bayard Rustin. The march will focus on many of the key issues on labor's agenda.

The marchers will call for legislation to stimulate jobs and to give all people a chance to participate in the economy. Chavis, who was an AFSCME organizer in Charlotte, N.C., during the 1960s, told the council that "high unemployment leads to social disintegration. It leads to crime, drugs and other activity that destroys the infrastructure of our society. So we are not only championing equal rights, we also must put on the front burner the issue of economic empowerment."

Chavis talked about the NAACP's efforts to end gang violence, but noted that problem cannot be solved without jobs. "Once we get them to put down their weapons, what will they have to pick up?" he asked.

Another major issue in the march will be opposition to the North American Free Trade Agreement. Chavis told the council that the NAACP joined the Congressional Black Caucus in opposing NAFTA "because it would destabilize U.S. workplaces and communities. Any such dislocation adds to racial discrimination."

In addition to NAFTA and jobs, marchers also will focus on such issues as passage of S.55, the Workplace Fairness Bill, which would ban the permanent replacement of striking workers; reform of the Occupational Safety and Health Act and national health care reform.

The march, however, should be just the beginning of new efforts to bring about justice, Chavis said. "I'm an activist. I believe in going to the front lines. But after I kick up the dust, I believe we must follow through. There must be mobilization after we mobilize for the march on Washington. We need to mobilize in September, October and November, for some very important elections."

Meanwhile, union members by the tens of thousands are making plans for the march, with organizers expecting hundreds of bus loads of trade unionists.

Union marchers should assemble on the Mall between the Washington Monument and 17th Street starting at 9:00 a.m. until noon, when the march kicks off, according to Richard Womack, director of the federation's civil rights department. Buses should park at Robert F. Kennedy Stadium, he said.

AFT continues victory streak among nurses

Continued from Page 1

with loss of benefits and even called into question their commitment to their patients and their profession," she said.

Sanders agreed, noting that the campaign was viewed by hospital administrators as "hand-to-hand combat with employees," often using personal attacks on workers' loyalties and professionalism. "It was relentless," he said.

Managers and supervisors questioned nurses' commitment to their patients, profession and the hospital, and seemed to "contest every effort on the part of union organizers," Sanders said. Management targeted the strongest union supporters as well, he noted.

Sanders cited several incidents in which nurses were harangued by nursing and hospital supervisors while performing critical care duties. One nurse suffered a needle stick as management representatives insisted on discussing the organizing campaign while she was receiving orientation. Another was kept from performing duties in the pediatric intensive care unit while the director of nursing pressed her anti-union agenda.

"This harassment came on top of the already stressful environment faced every day by health care professionals," he noted.

Another management tactic was to threaten nurses, the majority of whom work part-time schedules, with the loss of benefits and scheduling flexibility, Sanders said.

Key among the nurses' concerns were patient care and professional issues — including staffing, acuity, developing models for care — as well as improvements in wages and benefits.

Maureen Anderson, a surgical nurse and one of the campaign's organizers, said "dedicated nurses fought for the right to have an equal voice with management in deciding how to provide quality patient care. They also felt they should have the right to negotiate a fair wage and benefit package."

Now, nurses "have the ability to be heard and direct change," she added.

The campaign benefited from an active committee and a solid base of activists — some 125 nurses — who met with individuals and small groups to "talk union" and a contract survey helped keep the focus on what union supporters knew were the key issues, Sanders said.

A second contract survey will help to gather more information and promote participation by the greatest number of workers in bargaining, Sanders said. Once this process is completed, area meetings will be held, he said, adding "people have high expectations."

The contract with Rhode Island Hospital can be "a breakthrough contract for the state," especially concerning patient care issues and professionalism, Sanders said.

The Rhode Island Hospital win marks the fourth health care election won by AFT in the New England area since December 1992. Then, a unit of 140 RNs at New Milford Hospital and three units of nurses at Windham Community Hospital, both in Connecticut, voted in the AFT, along with a unit of nurses at Bangor City Hospital in Maine.

Sanders credited FNHP and AFT staff, along with a number of participants from the AFL-CIO Organizing Institute, for their efforts on the campaigns.

Organizers see positive trend in union wins

Chicago

Union organizing victories are on the upswing, with labor posting a greater number of elections held and a greater number of wins in 1992 over previous years.

That news set the tone of AFL-CIO Vice President John J. Sweeney's report on organization and field services to the Executive Council. Based on information compiled by the National Labor Relations Board, it is clear that "a positive national trend in organizing victories has begun," Sweeney said, "reversing two preceding years" of sliding results.

"The improvement in organizing in all NLRB regions is a positive sign," he said, outlining increased organizing activities by a number of affiliates. Unions also are working together on coordinated campaigns and joint organizing drives, to boost the effectiveness of labor campaigns.

That technique paid off for the Food and Commercial Workers and Operating Engineers, which joined forces to win an election among some 700 production and maintenance workers at Lundy Packing Co. in Clinton, N.C.

In a coordinated campaign involving 10 unions at the Avondale Shipyard in Metairie, La., workers voted for union representation by a 1,804-1,263 vote. The win has not yet been confirmed while the NLRB reviews 847 challenged ballots.

Workers in a broad range of industries have said "union yes" in recent campaigns, from hospitals to mining operations to food production.

The Mine Workers scored nine organizing victories — gaining 1,200 new members — at coal operations at two mines owned by Zeigler Coal Holding Co., a member of the Bituminous Coal Operators Association.

Health care workers voted for union representation at several sites. Some 250 maintenance workers at Philadelphia Presbyterian Hospital voted in AFSCME; a unit of 1,250 registered nurses at Rhode Island Hospital voted for representation by AFT; the Government Employees won an election among 265 workers at the Department of Veteran Affairs Medical Center in American Lake, Wash.; and a unit of 264 service and maintenance workers voted in SEIU at St. Luke's Lutheran Home in North Canton, Ohio.

In 17 elections covering nearly 1,800 workers at various Pony Express Courier operations, the Teamsters have been voted in 17 times. Another 17 elections covering an additional 1,700 workers are scheduled.

A summary of other campaigns included these victories:

- AFSCME won an election among 1,300 technical workers at the University of Minnesota.
- A unit of 168 workers at Bagel Crisp Inc. in Paterson, N.J., voted in the Bakery, Confectionery and Tobacco Workers.
- The Allied Industrial Workers were voted in by a unit of some 100 workers at Del-Craft in Montpelier, Ohio.
- Some 1,000 clerical and technical workers at the Port Authority of New York and New Jersey voted for representation by the Communications Workers.
- The Electronic Workers were voted in by a unit of some 40 workers at LaMart Corp. in Clifton, N.J.

Council addresses S. Africa vote, Vietnam policy

By James B. Parks

The AFL-CIO joined with South Africa's trade unions in calling on that country to take all possible steps to ensure that next year's multiracial elections are free, fair and untainted by violence.

The Executive Council also reaffirmed its commitment to sanctions against South Africa as long as its two free trade union confederations, COSATU and NACTU, support them.

Saying the elections are "the best hope for ending, forever, the policy and practice of apartheid," the council urged South Africa's rulers to "integrate and institute a joint command over both the military and the police, ensure equal access to the media for all political parties and to create an independent commission to oversee the electoral process, including voting procedures, voter education and party campaigns, and vest it with a mandate to ensure open and honest elections."

The AFL-CIO and its African American Labor Center will aid the South African trade union movement in its efforts of voter registration, voter education and voter mobilization, the council said in a statement.

The council also exhorted President Clinton to retain the U.S. trade embargo against Vietnam. Without action by the president, the embargo will lapse on Sept. 14.

"Normalization of trade relations is in the interest of the Vietnamese rulers, not the Vietnamese people," the council said. "While normalization . . . might help some corporations move jobs and production to yet another low-wage haven, Vietnamese workers will not benefit. With free trade unions prohibited, Vietnamese workers will remain unprotected, have no method of obtaining a fair share of corporate profits and lack any means of improving their living standards," the statement said.

On other international matters, the council said it would take an "extraordinary aid effort . . . to provide the required humanitarian and development assistance" needed to help the democratically-elected government of Haiti's Jean-Bertrand Aristide to succeed.

Aristide, who was deposed by a military coup, will return to power by Oct. 31 under an agreement negotiated by the United Nations and the Organization of American States.

The council said assistance to Haitian workers and their unions must be given high priority within such aid programs and anti-union export processing zones should be excluded from receiving any financial or technical assistance.

The AFL-CIO also recommended that the U.S. government reverse the "morally bankrupt policy" of the Bush administration which allowed U.S. companies to do business with Burma's brutal dictators. There is hard evidence that the rulers use political dissidents in slave-labor brigades to build new roads.

It called for direct aid to Burma's democracy movement while instituting a trade and investment embargo against the dictators. The federation urged an international arms embargo and backed efforts to pressure international institutions not to provide development and aid projects that benefit the dictatorship.

In another action, the council supported a call for the United States to rejoin the United Nations Educational, Scientific and Cultural Organization.

Two women elected to council

Continued from Page 1

be in support of that legislation."

Kirkland decried the filibuster technique that tied up the strikebreaker bill last year, noting that the rule "permits a minority to frustrate action. They are a part of slash-and-burn partisan politics used against effective progress and against the country and most of its people."

He said the Senate should stay in session "around the clock" to break the filibuster and get a vote on the issue. This process, he told the council, "puts more of a burden on your friends than on your enemies."

"We would like to see filibusters dealt with in the old-fashioned way, not in a gentlemanly, civilized way," he said. "It is not a gentlemanly, civilized tactic. I think the public ought to know what is going on. It ought to be dramatized so the public is fully aware that this is a tactic of willful people to obstruct the necessary, positive and constructive role of government in a democratic society."

The destructive nature of striker replacements was demonstrated in an emotional news conference by IBT President Ron Carey and Diamond Walnut striker Cynthia Zavala, who has begun a liquid-only fast on the picket line outside the California plant.

"We're fighting for justice," Zavala said. "We're praying and fasting on the picket line. What hurts us, what we keep asking, is how could they treat us this way? We started there as young parents who believed in our plant, who loved our jobs. Now we're young grandparents and they put us out on the streets. They brought in other people and stole our jobs."

Her voice cracking and obviously weakened in the 14th day of her fast, Zavala decried those who "don't care how people feel. They have no regard for us. So we're praying for S. 55. We know we're doing the right thing. We want to send a message that greedy employers need to give back to their workers. We want our jobs back."

The Diamond Walnut workers, most of whom earned between $5 and $10 an hour, accepted wage cuts of 30 percent to help the company, the council noted in its statement. "Yet in 1991, when Diamond Walnut had gross profits of more than $171 million, the company still demanded major cutbacks in health benefits. When its workers went on strike, the company hired replacements on a 'permanent' basis."

Until Diamond Walnut management returns its workers to their jobs, the council urged continued boycotting of the company's products, "including such actions as urging school systems and other public institutions not to use Diamond Walnuts or products containing Diamond Walnuts."



Linda Chavez-Thompson



Gloria Johnson

The council also declared its solidarity with workers at A.E. Staley Manufacturing Co. in Decatur, Ill., about 700 members of the Allied Industrial Workers who have been locked out and replaced.

Paperworkers President Wayne Glenn, speaking on behalf of the AIW, told the council that Staley's final offer included demands for 12-hour shifts, loss of seniority and a two-tier wage structure, among others. "These people are fighting for their lives. They were conducting an in-plant strategy that apparently was working very well, so the company locked them out."

In its statement in support of the IBT in its bargaining with UPS, the council noted that the negotiations "involve many of the key issues facing American workers in the 1990s."

Like many employers, the council noted, "UPS has been slow to share the corporate prosperity of the 1980s with its workers, whose hard work in large measure made those profits possible. UPS drivers' real wages have actually declined 7.8 percent since 1982, while total company assets in the same period have increased more than 200 percent after inflation adjustment."

"Instead of using its wealth to create more full-time permanent jobs, UPS has dramatically increased the number of part-time positions," the council said. "More than half of all UPS workers now work part time with an average wage of about $8,000 per year."

The IBT has agreed to extend the current UPS contract, which expired July 31, while negotiations continue. To give the union some leverage, the council approved $10 million in loan guarantees to the IBT. Another $40 million in low-interest loans has been made available through 10 affiliated unions, and the Union Labor Life Insurance Co. has committed another $30 million.

The election of the IUE's Johnson and AFSCME's Chavez-Thompson came at the recommendation of a nominating committee appointed in the wake of the May retirements of Miller and Otero, the first woman and first Hispanic on the council, respectively.

Johnson, 65, is a native of Washington, D.C., who taught briefly at Howard University before serving as an economist with the U.S. Department of Labor and the Wage Stabilization Board. She joined IUE in 1954 and currently is a vice president and director of the union's department of social action. She is president of the Coalition of Labor Union Women, a board member of the A. Philip Randolph Institute and a member of the Democratic National Committee.

Chavez-Thompson, 49, began her union career in her native Texas in 1967, when she started work with Laborers Local 1253 in Lubbock. She worked for the state AFL-CIO in 1970 before joining AFSCME as an international representative in 1971. She organized and received a charter for AFSCME Local 2399 in San Antonio, where she currently serves as executive director. She was named to AFSCME's Judicial Panel in 1978 and was elected vice president in 1988. She is a vice president of the Labor Council for Latin American Advancement.

More help committed to flood relief

By Sharolyn A. Rosier

Unions have contributed about $30,000 to the American Red Cross and thousands of hours of hard work to aid flood victims in the Midwest.

"More is in the pipeline because some unions, state federations and central labor councils are collecting checks from affiliates to present to the Red Cross," Chris Marston, acting director of the AFL-CIO Department of Community Services, told the federation's Executive Council meeting in Chicago. "Union volunteer response throughout the incredible flood of '93 has been outstanding," he said.

The council unanimously approved $25,000 for an emergency fund to meet the needs of flood victims. The AFL-CIO also is encouraging affiliates to contribute money to flood relief.

The greatest impact of the flood, Marston said, is from unemployment. Many industries are flooded along rivers and some workers are simply unable to reach their jobs due to fallen or closed bridges along more than 200 miles of the Mississippi River. In addition, "hundreds of union families have been flooded out," he said.

Flood victims who receive inadequate local resources or who exhaust them will be referred to community services for special assistance.

Many affiliates already have answered the call for help:

- In St. Louis, the Food and Commercial Workers made arrangements with retailers to provide food and hardware supplies and obtained refrigerated trucks to store perishables.
- The Electricians, Steelworkers and Machinists staffed Red Cross warehouses that are funneling supplies to hard-hit areas on the Illinois and Missouri sides of the Mississippi River north of St. Louis. Communications Workers, Letter Carriers, Postal Workers and other locals are providing new volunteers for warehouses on a daily rotation.
- Teamsters have been logging hundreds of volunteer hours driving forklifts and delivering supplies.
- Rubber Workers helped evacuate elderly Iowans and collected food and money for evacuees.
- In Des Moines, the Sheet Metal Workers have lent their hall to six contractors whose businesses were flooded. Sheet Metal mechanics are providing free furnace repair.

AFL-CIO helps Solidarity pave road to democracy

By Michael Byrne

Maciej Zawacki was eager to show the library storeroom, where thin dog-eared volumes lined each shelf and formed the working history of Solidarity in Torun, Poland. He pulled one out and leafed through it. ''This is how we started,'' he said in halting English, ''writing about the rights of workers, underground and against the law. This is how we talked to each other, how we got rid of the communists.''

Zawacki, secretary for the Torun regional committee of the Polish union Solidarity, now edits the regional newsletter and coordinates publishing on the printing presses that were among those acquired for Solidarity by the AFL-CIO during the union's underground years. ''The AFL-CIO was with us from the beginning,'' he said.

AFL-CIO President Lane Kirkland was invited to Solidarity's first congress in 1981, but was refused entry into the country by Poland's communist government, which also refused permission for Solidarity's Lech Walesa to accept a reciprocal invitation to New York later that year. AFT President Albert Shanker set up a TELEX link with Solidarity at the headquarters of Local 2 in New York.

When the government suppressed Solidarity in December 1981, AFL-CIO representatives went underground with the Polish union, working out of an office in Brussels, established in 1982, to get communications equipment and technical expertise to the insurgents.

Donations of presses, FAX machines and other communications equipment, funded through grants to the AFL-CIO's Free Trade Union Institute from the National Endowment for Democracy, kept the Solidarity movement alive. This equipment, combined with training programs conducted by the federation and its affiliated unions, now is helping Solidarity gain footing as a vital democratic institution in Poland.

''Now our job is more difficult,'' Zawacki said, retrieving a new, glossy-covered volume from the shelf, an analysis by three lawyers of collective bargaining under Polish labor law. ''Now we learn how to serve our members and we must find out what kind of service they will need. Nothing now is black and white.''

Critical stage of development

The Polish trade union, whose rise in defiance of communism foreshadowed the fall of the Berlin Wall, is entering a critical stage of development that mirrors Poland's fitful march along the road to a market economy and democratic government. Solidarity continues to be a major democratic force, sometimes opposing the actions of Polish President Walesa, the former Solidarity leader who remains the symbol of the union's place in history.

''The communist period has ended and the Solidarity period has begun,'' said Solidarity Vice President Janusz Palubicki. ''But the people often confuse Solidarity the government with Solidarity the trade union movement. We have to fight negative attitudes about trade unions because people blame Solidarity the government for all of today's problems.''

These problems include both massive unemployment and hyperinflation, which have disrupted the lives of Polish workers who dreamed of having much more after communist rule. Once 10 million strong when Solidarity was a social movement, the trade union now claims 3 million members, still larger than any political party.

While Palubicki tries to distance Solidarity from the government, he proudly recites the union's political accomplishments. With 29 members of parliament and nine senators in its Parliamentary Club, Solidarity fashioned a potent political bloc within the fractious legislature, providing the pivotal votes in a May no-confidence motion against the government of Prime Minister Hanna Suchocka.

Walesa's subsequent decision to disband parliament and call for new elections, rather than name a new prime minister to form a government, did not surprise his old comrades. Nor will Walesa be surprised when the union emerges from the mid-September elections as a stronger political power, perhaps with a better chance of moving its social and economic legislation.

''Walesa's move was very pragmatic, seeking a national consensus,'' said Karol Luzniak, a member of the union's presidium. ''Perhaps the new parliament will be less fractional.'' Poland has scores of political parties, the largest of which has 10,000 members.

Before Parliament was dissolved, Solidarity legislators had been trying to push through health care and social security bills along with the economic restructuring and privatization measures, which they also supported.

''Right now we are undergoing privatization exercises before the main privatization takes place,'' Palubicki said. ''This is totally uninvestigated, but there is no other way to pass from communism, to observe which economic factor will come about.''

The uncertainties of this brave new world are being sorted out at Solidarity's regional council level, where trade union leaders wrestle with the human costs of Poland's grand market experiment. ''The state does not have a structure to effectively help the unemployed,'' said Palubicki, ''nor are there any programs to bring jobs to our towns and cities. The union is working at the local level to educate our unemployed members.''

But the uncertain dynamics of market change has forced Solidarity leaders to educate themselves. The AFL-CIO again is assisting, just as during the years of underground activity.

''With the help of western unions, we have begun setting up bureaus of negotiation and consultation, where lawyers give advice to locals that ask for it,'' said Edward Szwajkiewicz, secretary of the Gdansk regional council. ''This information has helped in privatization efforts, allowing the union to help with relocation and retraining when 13 companies in our region were liquidated.''

When Solidarity can find a new buyer for a soon-to-be-defunct state enterprise, it negotiates for the workers, whose contracts are terminated with the sale, said Zbigniew Kowalczyk, a Solidarity presidium member from Gdansk. ''We are not only trying to deal with the new buyer, but also trying to work out conditions with the government,'' he said. ''We have to be lawyers as well as trade unionists.''

When no buyer can be found, Solidarity leaders often become brokers as well, working to develop employee stock ownership plans. ''Employees can gain capital, but never have enough for a real buyout,'' Kowalczyk said. ''We have to look around for other partners, and often managers will buy in. This is a long process, but it guarantees that employees have an interest.

Kowalczyk sees the union as a ''partner in privatization that interferes in the process to prevent people from illegally making a fortune.'' It is a supreme challenge, he said. ''We have to be better than the new capitalists,'' he said. ''If I miss something, it results in someone getting hurt.''

While representing its members during this market transformation, Solidarity finds that its most challenging task comes in organizing new union members.

''There is a lot of new private enterprise, many with only one to five employees, less often as many as 10 to 40 employees,'' said Palubicki.

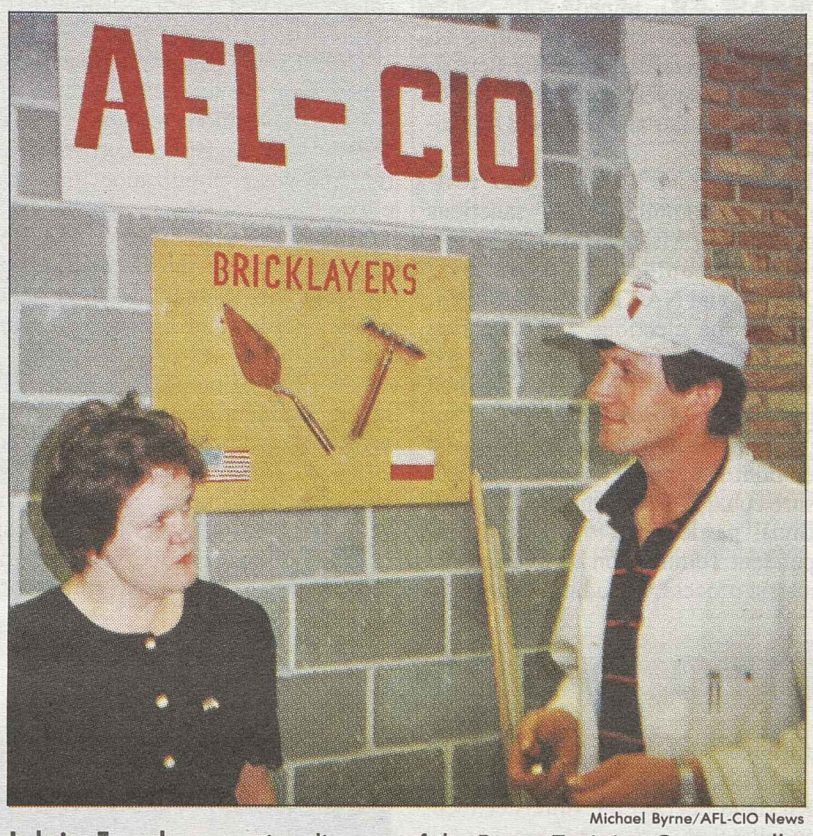
Solidarity also is in a pitched battle with OPZZ, the official communist union that held on to all the trade union assets, even those alloted to Solidarity, when the communists were ousted from government power. The struggle is being waged within the international labor movement, where OPZZ has been seeking legitimacy, and within the Polish government, which is trying to negotiate a solution.

''OPZZ took Solidarity resources, about 150 billion zlotys in the 1982 rate,'' said Jacek Rybicki, president of the Gdansk regional council and the national union's information director.

''They also have 16 buildings that are hopelessly in debt. Now they want to turn over those assets to the government and have the state pay Solidarity,'' he said.

Solidarity is fighting for full payment, adjusted for inflation, and a share of the other assets in order to provide benefits that will attract new members. ''Solidarity is not a wealthy organization,'' said Ewa Tomaszewska, a presidium member responsible for social policy. ''We cannot consider establishing a self-funding benefits system.''

''The task of our union,'' Rybicki said, ''is what can we offer our members? We are looking at a range of possibilities, including a package of insurance, rebates and discounts. But it will take time to develop the finances for these.''



Michael Byrne/AFL-CIO News

Jadwiga Tworek, executive director of the Praga Training Center, talks with one of the instructors in the bricklayers section.

Building trades training center 'something real and concrete'

Warsaw

Jadwiga Tworek has helped turn a good idea by the AFL-CIO Building and Construction Trades Department into a smashing success for Solidarity.

''The contractors are coming to us because they know we are turning out skilled building crafts people,'' said Tworek, executive director of the Praga Training Center here. ''There is a tremendous demand for builders, especially carpenters.''

The center has trained more than 700 building trades unionists — carpenters, plumbers, iron workers, bricklayers and electrical workers — since its inception in 1990. There now are 100 enrolled in the four-month training course, with a guarantee of a job upon completion.

The center has been so successful, in fact, that Solidarity is duplicating the facility in the seaside town of Gdynia, 12 miles from the union's headquarters in Gdansk. The new Gdynia facility opened for classes in May with the selection of 12 new instructors.

Both facilities are equipped with modern American tools, machinery and materials and benefit from numerous U.S. labor, corporate and government donations. Chicago Mayor Richard Daley donated buses that transport students to construction sites, where they get additional hands-on training. Miller Electric donated welding machines and the Coca-Cola Foundation donated an additional $100,000 toward the new center.

''AFL-CIO building trade unionists have been instrumental in making this center work,'' said Tworek, mentioning Bill Robertson of the Iron Workers and George Bliss of the Plumbers and Pipefitters as especially helpful.

Tworek was among a committee of Solidarity members who studied for 10 days at the George Meany Center for Labor Studies in preparation for the Prago center opening. The center has become a model for what the union can accomplish.

''This program is something real,'' she said. ''This is something concrete that has been done.''

— Michael Byrne

UFCW agrees to merger with RWDSU

By James B. Parks
Toronto

The Food and Commercial Workers celebrated past organizing successes and prepared to build for the future by approving a merger with the Retail, Wholesale and Department Store Union and re-electing top officers at the union's convention.

The merger of the two unions was as "natural as the merger that formed the UFCW. It is a merger of unions sharing common jurisdictions, common philosophies and common structures," UFCW President William H. Wynn said.

RWDSU President Lenore Miller said the merger, which takes effect on Oct. 1, was like "coming to a good marriage."

Under the merger agreement, RWDSU would become a council within UFCW, with its own officers and structure. It would continue to be headquartered in New York City.

For the first four years, the RWDSU would be considered an independent entity by the national and international labor organizations with which it is affiliated; its membership would be recorded separately from UFCW's.

Wynn, Secretary-Treasurer Jerry Menapace, Executive Vice Presidents Jay H. Foreman, William J. Olwell and Douglas H. Dority, 32 U.S. vice presidents and three Canadian vice presidents were re-elected to five-year terms by acclamation. Three new U.S. vice presidents, W. Gary Sauter, John Rodriquez and Wendell W. Young III, and a new Canadian vice president, Michael J. Fraser, were also elected by acclamation.

The name of Gary Feiock, president of UFCW Local 17A, was put forth for international president, but failed to win the required support of 15 locals to be placed in nomination.

Delegates approved a constitutional change increasing the per capita rate by 50 cents per month per member, from $7.04 to $7.54 beginning December 1993. Delegates also gave the international executive board authority to increase the per capita by an additional $1.00 per month in December 1994 if it "deemed necessary."

The delegates also rejected efforts to have direct elections for the union's top offices.



Bill Burke/Page One Photography

With merger vote completed, Food and Commercial Workers President William H. Wynn, right, welcomes Lenore Miller, president of the Retail, Wholesale and Department Store Union. UFCW Secretary-Treasurer Jerry Menapace looks on.

In his keynote address, Wynn told the 1,950 delegates and alternates that the union organized more than 500,000 new members since the last convention in 1988.

Wynn pledged that the union would continue its aggressive organizing. "We are committed to organizing entire industries and entire market areas. Our strategic planning is designed to increase our market share — and our bargaining power — throughout our jurisdictions," he said.

AFL-CIO President Lane Kirkland told the delegates the right of workers to organize for a better life has been the key to improving America's quality of life. "It has built the middle class and created a market based on good wages and conditions that is the foundation of the country's standard of life," he said.

Hostile forces have proclaimed the decline and fall of the union movement, Kirkland said. Labor's foes have argued that unions are not needed today as they were in the 1930s. But "no employer ever gave workers anything out of the goodness of his heart — least of all, recognition of the workers' right to have a union," he said.

Employers now are touting "workplace cooperation," he said. "Of course, you and I know what they mean by that: the boss gives the orders and the workers cooperate."

"The labor movement has no quarrel with real workplace cooperation, the kind that protects workers and gives them genuine input and a genuine voice," Kirkland said. He condemned as "sham organizations" those workplace committees where management "alone chooses the members, sets the agenda and holds the veto power."

"If employers are really so interested in transferring power to the shop floor, they why are they spending so much time, effort and money preventing their workers from joining trade unions of their own choosing?" Kirkland asked.

Sen. Carol Moseley-Braun (D-Ill.) told the convention that organized labor has been good for America. "Unions made the workplace safer and fairer. You fought back in hard times and thank goodness you helped run out of town the anti-worker administrations" of Ronald Reagan and George Bush, she said.

Rev. Jesse Jackson said the nation must rebuild after the massive floods in the Midwest. Congress failed to address the nation's infrastructure needs when it rejected President Clinton's economic stimulus package, but now must do so as a matter of survival.

Referring to the tax breaks the wealthy received during the Reagan-Bush years, Jackson said the federal deficit should be paid by the rich. "Those who had the party ought to pay for the party," he said.

Other speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue; Building and Construction Trades Department President Robert A. Georgine; and COPE Director Richard J. Walsh.

'Food Lion settlement not enough'

The settlement between the U.S Labor Department and Food Lion Inc. is a step in the right direction, but did not go far enough in eliminating the problems at the supermarket chain, the Food and Commercial Workers said.

"We are glad the Labor Department took action, and found that Food Lion knowingly, willfully and repeatedly violated federal wage and hour law," said UFCW President William H. Wynn. "But the original complaint estimated that Food Lion reaped $65 million a year from its rip-off of workers' pay. We find the settlement of $13.2 million in backpay to be totally inadequate either in terms of justice for the workers or as a deterrent to continued violation of the law."

Labor Secretary Robert B. Reich announced Aug. 3 that Food Lion agreed to a $16.2 million settlement over allegations that the supermarket chain violated child labor and overtime pay laws. Under the settlement, Food Lion must pay $13.2 million in back wages to about 40,000 current and former employees, another $2 million in civil penalties arising from the overtime violations and $1 million in civil penalties for child labor violations.

Not all employees will be eligible for the backpay. Employees in certain job categories, including market manager, meat manager, produce manager, meatcutter, meat wrapper and produce clerk, will receive the payments.

The company will enter into a consent decree filed in U.S. District Court in Greensboro, N.C., prohibiting any future violations of the Fair Labor Standards Act. A compliance plan to prevent future violations is not part of the consent decree.

"The compliance plan relies, not on the power of the court, but on the good faith of Food Lion management to implement and monitor their own compliance with the law — the same management which broke its promise in a 1989 agreement with the Labor Department not to violate the law," said UFCW attorney Nick Clark.

An independent outside administrator should have been appointed to oversee compliance, Clark said, rather than a company-selected ombudsman as called for in the agreement.

The compliance plan also does not deal adequately with the key issue of Food Lion's effective scheduling process which triggered the complaints, Clark said. It allows Food Lion to hire its own consultant to review effective scheduling. Food Lion agrees only to "consider implementation of modifications" recommended by the consultant.

While applauding the decision to make the settlement public and to inform workers of the terms, Clark said he was disappointed "that neither workers nor their representatives played any role in reaching the settlement. Many of our concerns and those of ndividual workers could have been remedied if we had not been shut out of the process."

—James B. Parks

Guild seeks new strength through merger

Honolulu

The Newspaper Guild voted to explore proposals for a merger with another union as one strategy to gain more for its members in a faltering newspaper industry.

While the union does not have a specific merger partner in mind, delegates to TNG's 60th annual convention approved the prospect of a merger as one of the union's strategic goals for the next four years. It also set additional goals of increasing membership by 5,000, gaining more clout with employers and enhancing the union's resources. The convention instructed the union president to have a merger recommendation by 1995.

The delegates called for stronger ties with unions in the information industry and greater use of corporate campaigns.

In other actions, the convention gave greater autonomy to TNG's Canadian members. Canadian members will now elect a director instead of having one appointed.

The convention nominated officers for the union's mail-ballot election Sept. 30-Oct. 5. Incumbent President Charles Dale is being challenged by Bruce Meachum, administrative officer of the Denver Guild.

International Guild Chairman Peter McLaughlin and contracts committee secretary Linda K. Foley are running to replace Secretary-Treasurer John Edgington, who is retiring after six years in office.

The delegates passed resolutions calling for labor law reform, the passage of the Workplace Fairness bill, an end to discriminatory firings at the New York Daily News, defeat of the North American Free Trade Agreement and reform of the health care system.

This was the union's last annual convention. TNG members voted last year to hold a convention every two years.

CWA drafts agenda for development

Las Vegas

Building on the theme, ''Workin' on Tomorrow,'' Communications Workers adopted a blueprint for action on organizing, telecommunications policy and other issues during the union's 55th convention.

The convention highlighted organizing successes that brought in 16,000 new members last year, including some 4,000 graduate teaching assistants at campuses of the State University of New York, as well as ongoing struggles. One long-term campaign is the struggle against the anti-union tactics of NCR Corp., an AT&T subsidiary.

Despite losses in representation elections at two NCR sites last October, workers at some 20 branches are joining the National Association of NCR Employees/CWA, an associate member program intended to encourage NCR workers in the battle to unionize. Technicians and engineers from the NCR group paraded through the convention halls, promising the cheering delegates that ''we'll be back next year.''

CWA President Morton Bahr told delegates that ''workers' rights must become the new human rights fight for the rest of this decade,'' with the election of President Clinton opening a window of opportunity to achieve workers' rights.

''In the name of global competitiveness, some government leaders and the business community are trying to convince us to accept less, expect less and to work for less. This must stop,'' he stressed.

Union members must step up their lobbying efforts, especially on the Workplace Fairness Bill, which faces a tough fight against a Republican filibuster in the Senate, Bahr said.

Bahr also called on district vice presidents to designate a staff member to oversee disaster relief services and work with CWA and AFL-CIO community services operations.

AFL-CIO President Lane Kirkland stressed that the labor movement will continue ''organizing and agitating'' in its efforts to rebuild the standard of living for working Americans.

Twelve years of Republican policies have kept workers as ''the victims of the free market,'' he said. But under the Clinton adminstration, ''working Americans have good reason to expect that government will be back on their side where it rightfully belongs,'' he said.

Kirkland noted the labor movement always supported ''real workplace cooperation,'' but often found few employers willing to cooperate.

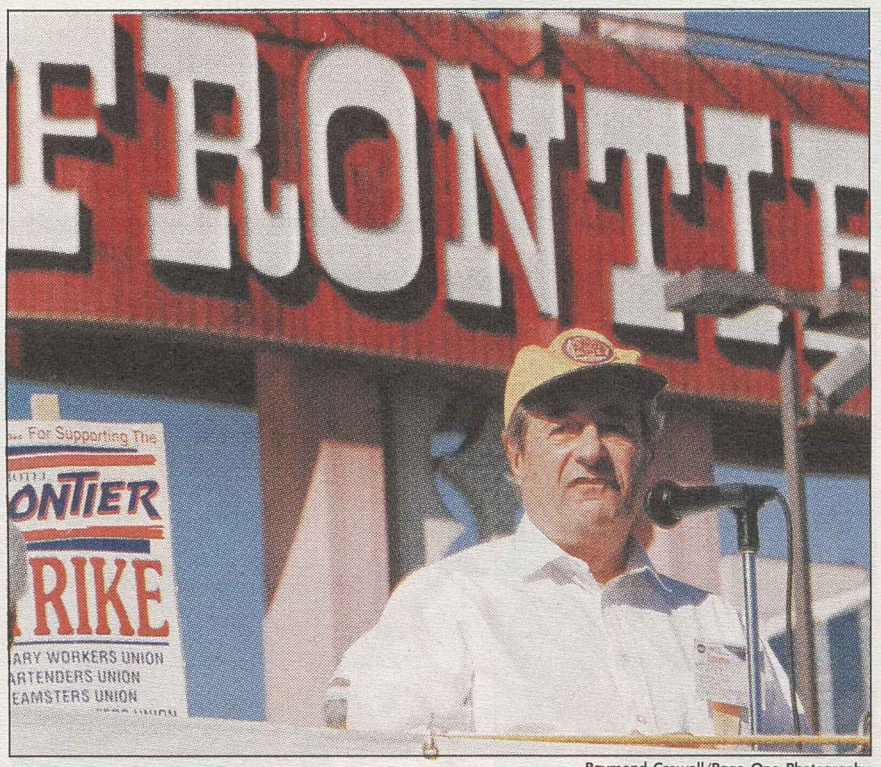
''When you get right down to it, there's one and only one answer to the question of how we create stable, long-term, productive and rewarding employment in the country — and that answer is trade unionism,'' he said.

Delegates took time from deliberations to join their brothers and sisters on the picket line at the Frontier Hotel. There, 550 members of Hotel Employees and Restaurant Employees, Operating Engineers, Teamsters and Carpenters have been locked in dispute with the casino/hotel since September 1991, when they were ''permanently replaced.''

In other actions, delegates rejected a constitutional change mandating the direct election of officers; called for a national telecommunications policy that would establish universal access to new technologies; and endorsed the union's campaign to maintain live operator services.

Following an address by Farm Workers President Arturo Rodriquez, delegates voted a $50,000 contribution to the Farm Workers. The convention also adopted a resolution in memory of the late Cesar Chevez, founding president of the UFW. The resolution called on unionists to press for a national holiday honoring Chavez. The convention also voted a $5,000 contribution to the striking Frontier hotel workers.

Other speakers included Ken Wong, president of the Asian Pacific American Labor Alliance, and Philip Bowyer, general secretary of the Postal, Telegraph and Telephone International.



Raymond Crowell/Page One Photography

Communications Workers President Morton Bahr rallies CWA delegates who joined striking Frontier Hotel workers on the picket line.

Airline unions ratify pacts to aid Northwest

By Candice Johnson

All the unions at Northwest Airlines have approved contract settlements that will exchange nearly $1 billion in wages and benefits for stock and an active role in company operations.

In separate votes, members of the six unions at Northwest — Air Line Pilots, Machinists, Teamsters, Transport Workers and the unaffiliated Meteorologists Association and Aircraft Technical Support Association — endorsed contracts aimed at keeping the airline out of bankrupcty court.

The wage and benefit cuts vary among the six unions and range from 8.7 to 15 percent over the three-year term of the contracts. In exchange workers will receive at least 30 percent of Northwest preferred stock, which can be converted to 37.5 percent of common stock, will hold three seats on the carrier's board of directors, 15 percent of the seats, and won substantial restructuring of the carrier's $1.5 billion debt.

The settlement also provides for layoff protections and ''super majority'' voting rights on major issues governing mergers, acquisitions and sale of routes or assets.

At United Airlines, a coalition of unions representing 53,000 union pilots, maintenance and ground crew workers and flight attendants has submitted proposals offering wage and benefits concessions for ''a significant majority equity stake in the company.''

The company, which had sought a 5 percent pay cut from workers last year, is considering the proposals.

In other airline developments:

- Talks between the Flight Attendants and Alaska Airlines have resumed. Without a contract for about a month, the union, representing 1,300 attendants, has been using an in-plant strategy called ''chaos'' — create havoc around our system. Rather than exercising their right to strike — and being ''permanently replaced'' — attendants have been leafleting at terminals and warning the carrier that sporadic work stoppages may occur.

Earlier, the AFA filed suit against Alaska in federal court, charging that the carrier imposed ''far more drastic'' conditions on attendants than the carrier had offered in the last round of negotiations, including some proposals the airline had taken off the table.

- United Airlines has completed the dismantling of Air Wisconsin, a subsidiary. ALPA had protested United's plans to shut down the carrier and lay off 1,600 workers. Some of these employees will ''have the choice to take successor jobs at distant locations with pay cuts exceeding 50 percent, with longer hours and sharply reduced benefits,'' ALPA said.

The union also pointed out that United had pledged it would give displaced workers at the regional carrier priority consideration for employment, but ''thus far no job offers have been forthcoming.''

- The commission established by President Clinton to review and recommend financial changes in the airline industry issued its final report to the president and Congress.

IAM Vice President John Peterpaul, a commission member, objected to the report's lack of recommendations on labor issues.

Among the recommendations were easing the industry's burden by rolling back the ticket tax.

Unions reach accord with Kaiser health care

By Sharolyn A. Rosier

After more than three months of contentious negotiations, members of the Service Employees ratified a three-year contract with 70 Kaiser Permanente health maintenance organization facilities in Southern California.

A ''significant majority'' of those voting July 21-23 approved the offer, said Paul Worthman, chief negotiator for SEIU Local 399. The previous contract expired April 1.

The new agreement runs through March 31, 1996, and provides a first-year wage increase of 3 percent plus a signing bonus of $100 for full-time employees and $50 for part-time employees.

The average hourly wage for the 12,000 housekeepers, maintenance workers, clerks, licensed vocational nurses and X-ray technicians was $13.65, according to the union.

''No one is pleased'' with the wage provisions, Worthman said. ''Kaiser continues to be enormously profitable in Southern California and could have afforded to pay wage increases in the second and third years.''

Under the agreement, employees who lose hours of work due to cutbacks in staffing in less busy departments will be able to work additional hours in busier departments.

A joint labor-management committee will be formed to create productivity and staffing standards, the union said. The new standards will be designed to eliminate current abuses by Kaiser managers who occasionally enforce arbitrary standards that the union must grieve, Worthman said.

The committee also will examine the need for workload redesign and try to set standards in this area, the union said.

The contract provides for a $50 per month pension increase for workers who retired before April 1, 1990. It also establishes a survivor benefit of one month's salary to the beneficiary of a deceased employee and substitutes floating holidays for a Christmas shopping holiday in 1993 and Veterans Day in 1995.

Other provisions include a new sick leave option and increases in evening and night-shift differentials.

The agreement also calls for the company and the union to jointly create a $100,000 training fund for employees by Jan. 1, 1994.

The union beat back efforts by Kaiser to make side agreements that would allow the company to change health plan benefits, sick leave benefits and staffing levels without allowing the union the right to grieve the changes.

The contract comes after three months of intense, often bitter negotiations that spawned several one-day strikes.

Other unions whose members use the HMO, including the California Education Association, the Longshoremen and the UAW contacted the company to express their concern over the progress of the talks.

Meanwhile, some 800 workers represented by the Food and Commercial Workers also gained contracts with Kaiser Permanente. UFCW Locals 135, 324, 770, 905, 1036, 1167 and 1428 all ratified the three-year pact by large margins during ratification votes conducted July 18-21.

The contract covers clerical, technical employees and intern pharmacists, and was effective Aug. 1.

The new contract includes a 3 percent wage increase in the first year and cash payments in the second and third years that will amount to 2 percent of the weighted average wage rate. Only workers with a minimum of three years' service will be eligible. Full-time and part-time workers who average at least 40 hours per week will receive lump sum payments of $750.

Prior to the first increase, the weighted average for the unit was $12.29.

Part-time workers averaging between 32 and 40 hours will get $600, while those with 24-32 hours will receive $450 and those with under 24 hours will receive $225, according to the union.

USWA sets pattern with Inland Steel pact

By John R. Oravec

Steelworkers at Inland Steel Co. have ratified a six-year contract providing lump sum bonuses, hourly wage increases, improved pensions and job security for some 8,000 employees.

The Inland accord, which gives the union representation on the company's board of directors, is the first to be reached in this year's bargaining with major steelmakers — including Bethlehem Steel Corp., National Steel Corp. and Armco Inc. — on contracts that were to expire July 31.

Bargaining down to the wire, USWA negotiators reached tentative agreements with Bethlehem and National Steel on new six-year contracts paralleling many of the provisions in the Inland accord. Full details of the agreements were being withheld pending ratification votes. Union and management negotiators at Armco agreed to an ''indefinite extension'' of the old contract and adjourned talks until Aug. 12.

The Inland contract was approved July 21 in a membership vote of 4,883 to 1,407 by workers at the company's Indiana Harbor Works in East Chicago and the iron mining operation in Virginia, Minn.

The initial membership ballots were destroyed and a new election was conducted after union and management bargainers resolved differences in a settlement that had been reached May 26. The dispute was over future changes in accounting procedures that would affect profit-sharing calculations.

The week after the July 21 ratification, Inland and USWA representatives were at the Conference of the Future of the American Workplace, extolled by the Clinton administration as one of America's high-performance workplaces. **(See Story, Page 1.)**

The new contract gives an immediate $500 bonus to all USWA members, including those who have been laid off less than two years. A second $500 bonus will be paid next Aug. 1 and a 50-cent hourly wage increase kicks in Aug. 1, 1995.

An across-the-board pay increase of 50 cents an hour with a maximum of $1,000 will be paid March 1, 1996, if Inland posts a profit of at least $150 million in 1995. The economic package also provides for quarterly profit-sharing.

A new pension benefit formula provides for $40 a month for each year of service, replacing an earnings-based formula that ranged from $24 to $48 per month. Workers who exceeded the $40 rate are grandfathered at the higher level, and a $300 a month supplement is added for higher-paid workers who retire before age 62.

Under the new formula, the minimum monthly pension benefit for 30 years of service rises by $200 to $1,200 for all retires under age 62. The maximum monthly benefit up to age 62 is raised $100 to $1,740 and stays at $1,440 a month at age 62 and over.

The contract guarantees that workers will not be laid off or denied full-time work except when more senior employees exercise bumping rights, or if a production unit is permanently closed. It also requires the company to recall laid-off workers when overtime assignments reach specific levels.

To stimulate the recall of laid-off workers, the contract calls for an extra week of vacation for all employees in 1994 and 1996.

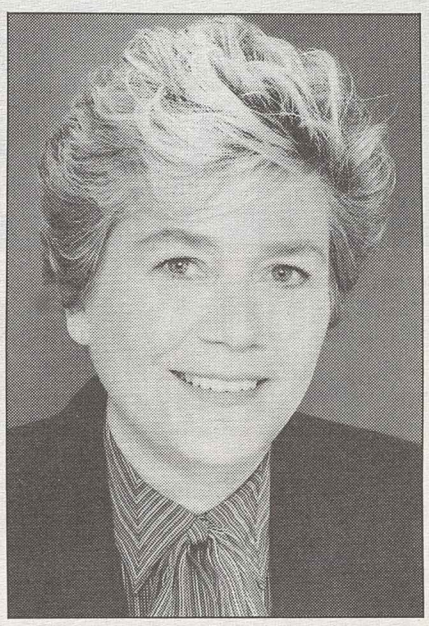
To control health care costs without shifting charges to workers, the agreement calls for the introduction of a managed-health care network next Jan. 1. Workers who use doctors and facilities not in the network will have to pay higher deductibles and other out-of-pocket costs for services. But both plans provide an improved level of benefits.

Under the USWA's ''New Directions'' contract goals, the company agreed to invest up to $12 million to upgrade facilities at the Indiana Harbor Works when it returns to profitability.

At Bethlehem Steel, the tentative accord would cover 12,300 workers at plants in Lackawanna, N.Y., Sparrows Point, Md., and Burns Harbor, Ind. The National Steel accord would cover 7,000 USWA members at facilities in Michigan, Illinois and Indiana.

Meanwhile, negotiations with Kennecott Copper Co. in Salt Lake City were recessed while the company defended itself before a National Labor Relations Board administrative judge over charges of surface bargaining.

The contract talks covering 2,000 workers represented by the USWA and six other unions — the Machinists, Operating Engineers, Office and Professional Employees, Electrical Workers, United Transportation Union and the Carmen division of the Transportation Communications Union — were due to resume Aug. 5. The Kennecott contracts expired June 30.



Shelby Scott

AFTRA elects Shelby Scott to top union post

Chicago

Boston newscaster Shelby Scott was elected president of the Television and Radio Artists by the union's convention. She succeeds actor/announcer Reed Farrell of Chicago, who stepped down from the post he held since 1989.

Scott was first vice president of AFTRA and president of its Boston local. She covers the Massachusetts statehouse and legislature for Boston's WBZ-TV.

Following her election by acclamation, Scott paid tribute to Farrell's leadership. ''Over the past couple of years there's been an enormous change in our union. We no longer spend too much time wasting our energy fighting each other. We now really know who our enemy is: corporate greed. That is our focus now. That will be our focus tomorrow,'' she said.

Citing fiscal problems with current health care plans, AFTRA called for immediate legislation to reform the national health care system.

''The stakes are tremendous. The welfare not just of ourselves, but of our country depends on the outcome,'' former AFTRA president Bill Hillman told the 325 delegates. ''I suggest that we place ourselves in the front ranks of the battle line and . . . set an example for our members to follow.''

The delegates to the union's 54th convention also expressed ''concern about the rising level of violence depicted on radio, television and in films'' and the exploitation of violence in newscasts to increase ratings.

Farrell reported that the joint AFTRA-Screen Actors Guild Committee has been working to develop a merger plan for the two unions. ''Never has the need for merger been more evident,'' Farrell said. With today's technological advances, the two unions ''should be concentrating our efforts on organizing, rather than competing with each other.''

In a wide-ranging assessment of the state of the union, National Executive Director Bruce York said that during the past two years fiscal deficits were eliminated despite increased services and new programs.

York also reported progress on negotiations for a new contract covering sound recordings.

As a result of a study by AFTRA and SAG on how the media does not reflect the diversity of America, AFTRA will meet with network officials to discuss the casting of performers in fictional and news programs.

Stage Employees celebrate 100th anniversary

New York

The Theatrical Stage Employees observed its 100th anniversary as part of the union's convention.

''In the 99 years since the National Alliance first received a charter from the American Federation of Labor, this union has had an honored place in our movement,'' AFL-CIO Secretary Treasurer Thomas R. Donahue told the 1,000 delegates.

''In the summer issue of your Bulletin, Brother Harry Estin of Local 706 recounts the conditions he worked under at Fox Studios in 1925 — including no pension, no health insurance, no holiday pay, no vacation pay. That is why the IATSE exists and that is exactly why it is so important to keep this great union strong,'' Donahue said.

IATSE President Alfred W. DiTolla told the convention that despite the gains in the past, future successes are not assured. ''The industry is not the same as it was in the past. My goal is to provide as much employment as possible with decent wages and benefits,'' he said.

''We haven't suffered the loss of members that many other unions have,'' DiTolla noted. ''In fact, during my seven years as president, we have grown 10 to 12 percent.''

Part of this growth, he believes, comes from ''being up to date on technological change.''

IATSE has training programs in each of its 14 districts. In Hollywood, IATSE has a program called ''Hands On'' which deals specifically with computers and the development of computer technology in motion picture production. All crafts involved with computer technology are trained. That program has been so successful that the local may offer it nationwide, DiTolla added.

''As new equipment and technology are manufactured for the industry, the union will be sponsoring seminars in cooperation with the manufacturers and employers,'' DiTolla said. ''The people that manufacture this new equipment are anxious that people who handle it know what they are doing.''

An exhibit of memorabilia from the past 100 years was a highlight of the convention. This exhibit featured industry crafts and highlighted the diverse professions of IATSE members.

There was a 30-minute video commemorating the centennial and New York Mayor David Dinkins saluted IATSE's importance to the city. IATSE's centennial also was recognized during the Academy Awards and the Tony Awards broadcasts.

IATSE began in New York, when 17 delegates came together from 11 cities to establish an organization that would support employees who worked backstage, when show business was confined to the theater.

Over the years, IATSE members became involved in new forms of technology and entertainment, including movies, newsreels, vaudeville and burlesque, television, Broadway, cultural centers, arenas, video, theme parks and such advances as Cinerama, 3-D and special effects.

There are more than 800 IATSE locals throughout the U.S. and Canada. The older ones, beginning with stage employees, all represent individual crafts. However, a trend toward combination began years ago with the chartering of mixed locals in the smaller cities and mixed studio locals in smaller production centers.

Today IATSE members work in professions as diverse as camera operators and costume designers to casino employees and ticket sellers.

Delegates rally for Arkansas workers' comp

Delegates to the Arkansas AFL-CIO 19th biennial convention approved a temporary assessment to help fight proposed harmful changes in the state's workers' compensation law.

The funds — 10 cents per member per month for 18 months — will go to finance a petition drive for a contitutional amendment to provide a safe workplace as a matter of right for Arkansas workers.

''It's going to take 100,000 signatures to put it on the ballot in 1994,'' said state federation President J. Bill Becker. ''It's going to be a big issue for us for some time to come.''

Other resolutions passed by the 300 delegates included those supporting workplace fairness, Hatch Act reform, health care reform, Occupational Safety and Health Act reform and the fight against the Bush-negotiated North American Free Trade Agreement.

Becker won re-election in his first contested race since 1964, while Secretary Treasurer Jim D. Clark won re-election unopposed. Allen Hughes was elected a vice president in a tight race and all other executive board members were returned to office.

Among those addressing the convention were Arkansas Gov. Jim Guy Tucker; President Ernest J. LaBaff of the Aluminum, Brick and Glass Workers; President Vincent R. Sombrotto of the Letter Carriers; Food and Commercial Workers Regional Vice President Dwayne Karman; and Industrial Union Department President Elmer Chatak.

Union workers maintain wide edge in hourly pay

By John R. Oravec

The pay and benefits advantage of union members has widened to a range from $6 to nearly $10 more an hour over non-union workers.

Based on data that the Bureau of Labor Statistics collected earlier this year, private-sector employees working under a union contract in March earned a total hourly compensation of $21.86 — or $6.10 more than the $15.76 paid to non-union workers.

For blue-collar workers, the union advantage is even greater: $9.81 an hour more, BLS reported. The average hourly union pay and benefits amounted to $23.16, compared with $13.35 for non-union blue-collar workers.

Even though union contract settlements in the first half of 1993 averaged pay gains of just under 3 percent, union workers continued to maintain a significant edge over non-union employees.

AFL-CIO economist John Zalusky noted that the overall union scale in private industry is 35 percent higher; for blue-collar workers, the union edge is 70 percent. ''On that basis, a union card is undoubtedly the best investment a worker can make,'' Zalusky said.

''Not only is it a solid investment in bringing a substantial return on higher hourly pay,'' Zalusky said, ''the union contract provides far better benefits in the form of health care, vacations, pensions and medical insurance for the worker's family.''

The aggregate union advantage of $6.10 an hour works out to about $235 more over a 40-hour week in wages and benefits, and $12,668 more over the year. For blue-collar workers, the union scale is $392 more per week and $20,505 annually.

Those figures show the average union member earns around $1,000 more a month, Zalusky pointed out. And according to a review of tax returns filed with the Internal Revenue Service, average monthly union dues are equivalent to 2.2 hours of pay, or about $50. Thus, Zalusky said, an investment of about $50 a month in union dues brings a $950 return every month.

Excluding benefits, average straight-time pay for private-sector union workers in March was $13.98 an hour, versus $11.52 for non-union workers.

For union blue-collar workers, the straight-time hourly pay averaged $14.13, or $4.82 more than the $9.49 paid to non-union blue-collar workers. Hourly pay rose 48 cents for blue-collar union workers over the year, compared with 19 cents in non-union shops.

A principal advantage for union workers is in the benefits package, which totaled $7.88 an hour — nearly double the $4.24 that non-union employers meted out to their workers.

Union employers provided far more to their workers in every category of the benefits package — paid vacations and holidays, life and health insurance, pensions and savings, as well as legally required provisions such as Social Security, workers' compensation and unemployment insurance.

The BLS employment cost index report also showed that pay and benefits of state and local government employees averaged $24.44 an hour — including $17 in wages and salaries and $7.44 in benefits.

BLS analysts warned against making a direct comparison between the pay packages of private and public employees because of the mix of occupations in the two sectors.

The analysts point out that such relatively higher-paid professional vocations as teaching and nursing make up about two-thirds of government employment but only about one-half in private industry.

In the private sector, the highest paid jobs were in the goods-producing industries, where union workers earned an average of $24.21 an hour in wages and benefits, compared with $18.75 for non-union workers.

In service-producing industries, the union worker averaged $20.02 an hour, while the non-union worker received $14.92.

The BLS data covering all private industry employees — union and non-union as well as managerial — showed that total compensation averaged $17.88 an hour, including $5.20 for benefits.

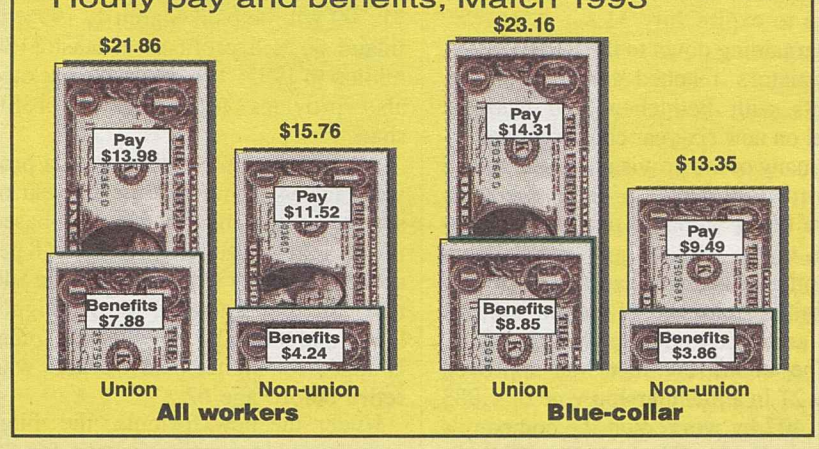
BLS said the hourly compensation average for all workers varied by region: $19.44 in the Northeast; $17.43 in the West; $15.93 in the Midwest; and $14.81 in the South.

The report also noted that hourly pay ranged widely by the size of establishments. Total compensation averaged $15.21 an hour in establishments with less than 100 workers and $21.92 in workplaces with 500 or more workers.

Significant statistics

Union pay advantage

Hourly pay and benefits, March 1993



Wages and benefits of unionized workers ranged from $6 to nearly $10 an hour higher in March than the total compensation of non-union workers, according to the Bureau of Labor Statistics. Union workers maintained their significant advantage in total compensation even though wage contract settlements came in at just under 3 percent in the first half of 1993. Overall, hourly union wages and benefits averaged $6.10 higher in March. For union blue-collar workers the advantage in total compensation averaged $9.81 an hour.

Contract settlements
Wage gains — first year 2.8 percent

Gross domestic product
Second quarter +1.6 percent

Leading indicators
June +0.1 percent

Construction spending
June +1.6 percent

Durable goods orders
June +3.8 percent

Initial UI claims
Week of July 24 394,000
Change +43,000

AFL-CIO NEWSGRAFIC

First-year wage increases average 2.8 percent in new settlements

Major contracts negotiated by unions during the second quarter of 1993 provide for across-the-board first-year wage gains of 2.8 percent and 2.7 percent annually over the term of the agreements, the Bureau of Labor Statistics reported.

With economic recovery from the Bush recession remaining soft and the unemployment rate stuck around 7 percent, the pattern of settlements came in below the contracts they replaced.

When the same parties last negotiated, about three years ago, wage increases were 3.6 percent in the first year and 3.3 percent a year over the term.

The BLS data focus on wage scale changes and do not include lump-sum payments, nor measure the additional value cost-of-living adjustments as well as employer-paid benefits under union contracts.

Despite the lower settlements, unionized workers maintained a wide advantage in wages and benefits over non-union workers, BLS said in a separate report.

According to the Labor Department's employer cost index for the year ended June 30, AFL-CIO economist John Zalusky noted that union wages and benefits increased 4.5 percent while total non-union compensation rose 3.4 percent.

During the second quarter unions negotiated 143 major contracts covering 459,000 workers. Under the BLS standard, a major contract covers at least 1,000 workers.

Lump-sum payments, which are excluded from the wage rate computations, were negotiated in 27 new contracts for 149,000 workers. Lump-sum agreements were dropped in 31 contracts affecting 144,000 workers.

In other economic reports:

- The U.S. economy expanded at an annual rate of 1.6 percent in the second quarter of the year. While the rise was below expectations, the gain in the real gross domestic product was more than double the anemic 0.7 percent rate of the first quarter.

The total output of goods and services produced in the United States increased by $19.6 billion in the April-June period to $5.02 trillion, the Commerce Department reported. The GDP edged up by $9.1 billion in the January-March period.

Despite the continuing slow recovery from the 1990-91 recession, a number of bright spots appeared in the second-quarter report: Consumer spending rose a strong 3.8 percent after a so-so 0.8 percent gain in the first quarter, and business investment was up a hefty 13.3 percent as spending on capital goods increased by 16.5 percent.

Net exports of goods and services edged up by $400 million after dropping $21.3 billion in the first quarter. But residential construction fell 9.5 percent after climbing 1.4 percent in the first quarter.

Laura D'Andrea Tyson, chairman of the president's Council of Economic Advisers, saw strength in the upturn of final sales during the quarter. She indicated that the economy likely would grow around 2.5 percent in the calendar year.

Commerce Secretary Ron Brown said the second quarter performance shows the economy is out of recession, but ''these figures reflect anemic growth that will not produce the jobs we need.'' He said passage of the president's economic package will send ''a clear, essential signal to business and consumers alike that gridlock has ended.''

- The government's index of leading economic indicators inched up 0.1 percent in June after falling 0.4 percent in May, the Commerce Department said.

In June, six of the index's forecasting components were up and five were down. On the upside were new orders and contracts for plant and equipment; consumer expectations, after dropping for four of the previous five months; money supply; a drop in new unemployment claims; stock prices; and new orders to factories for consumer goods and materials.

- Factory orders for durable goods jumped 3.8 percent in June, the first increase since February and the strongest upturn in six months.

Total bookings rose by $4.8 billion to $131.6 billion, as orders for transportation goods lead the upturn with a 15 percent surge.

— John R. Oravec

Newsmakers

Adrian Karatnycky, assistant to AFL-CIO President **Lane Kirkland,** will become executive director of Freedom House, a private foundation that promotes human, worker and democratic rights around the world. Karatnycky, who joined the AFL-CIO Department of International Affairs in 1984, is a former research director of the A. Philip Randolph Institute. He moves to the New York-based Freedom House Sept. 13.

The White House announced that President Clinton intends to nominate AFL-CIO Legislative Representative **Ernest DuBester** to fill a seat on the National Mediation Board currently held by **Kimberly A. Madigan**. DuBester was responsible for transportation issues at the federation. Before joining the AFL-CIO, he was employed by the law firm of Highsaw & Mahoney and also served as counsel to National Labor Relations Board Chairman **John Fanning.**

During the Executive Council meeting, Kirkland announced that **Meredith Miller,** assistant director in the AFL-CIO Department of Employee Benefits is expected to be named as the deputy assistant secretary of policy at the Labor Department's Pension and Welfare Benefits Administration. Miller, who began her labor career with the Service Employees, was responsible for coordinating affiliate activities on pension benefit, investment and shareholder issues.

Former NBC ''L.A. Law'' star **Susan Ruttan** is lending her name and support to boost efforts of Sprint telephone workers to organize. Ruttan, who comes from a union family, said it is not right that Sprint operators earn less than the industry standard and are secretly monitored.



Bill Burke/Page One Photography

On the road to curb hunger, Washington state Machinists Don Branin with son Rhett, and Ron McGaha are joined by Sen. Ben Nighthorse Campbell, left, outside IAM headquarters to raise funds for a Puget Sound food bank.

Machinists bikers on the road to curb hunger

By Muriel H. Cooper

Members of the Machinists District Lodge 751 are on a mission to feed the hungry in Washington state.

Ron McGaha, Don Branin and his 19-year-old son, Rhett, are motorcycling 12,000 miles across the United States on a unique ''Hogs for Hunger'' campaign to raise money for the King County Labor Agency's food bank in the Puget Sound area.

The trio, riding on union-made Harley Davidson motorcycles, hope to raise at least $1 for each mile they ride for the food bank. The King County agency was hit with a double blow. Food bank donations usually decline during the summer months and this year the agency's budget was cut when the United Way reduced its contribution by 19 percent.

McGaha's bike tag proclaims ''U.S. Made'' and Don Branin's has the sly message ''Y Bi-4-N.'' ''If we don't start buying American-made products, we'll all need to use these food banks,'' he said. ''The sad part is that then there won't be enough working people left who will be able to donate to them.''

''We're just trying to raise money for the unemployed,'' Don Branin said. ''Unemployment is getting worse. I work at Boeing and we've lost 1,200 members in the last four years. And then the lumber situation has been devastating,'' causing even more people to be put out of work.

The three began their trek July 21. During their three-week trip they will go through 48 states, 15 state capitals and five time zones.

''Those who live by the creed of greed are bringing this country down,'' said IAM Vice President Tom Buffenbarger when the riders made a brief stop at the Machinists headquarters outside of Washington, D.C.

''Here we have two unionists who live by the creed of good deeds working to make this country better and we applaud them,'' Buffenbarger said.

During a tour of the U.S. Capitol, the bikers met with Reps. Jolene Unsoeld and Mike Kreidler, both Washington Democrats, and Sen. Ben Nighthorse Campbell (D-Colo.).

For Rhett Branin, this trip ''is something I will never forget. It started out as a graduation present for me and turned into a good cause.''

''As you travel across the country you see so many homeless people. It's nice to raise some money to help improve the community. It's been super.''

While they may be ''hogs for hunger,'' the men refuse to be gluttons for punishment. Traveling at their own expense and using vacation, they said the key to endurance is taking good care of yourself.

McGaha says a smart motorcyclist will dress properly and drink lots of liquids because temperatures for cyclists riding on blacktop have climbed past 110 degrees.

Inbrief

Montana convention sets legislative goals

Delegates to the Montana AFL-CIO convention armed themselves with knowledge, receiving an extensive report on the status of key legislative issues.

''A new governor, Republican control of the House and Democratic control of the Senate set the stage for confrontations on several issues important to workers and their families,'' said Don Judge, Montana AFL-CIO executive secretary. ''This report will give every trade unionist the opportunity to stay abreast of the issues before the state legislature.''

State labor representatives tracked more than 400 bills during the 1993 session but are unable to communicate with every member on the issues, Judge pointed out.

The state legislature considered more than 40 workers' compensation bills, passing one that requires a 2 percent payroll tax to cover unfunded liabilities. Labor must be prepared to battle these types of measures, Judge said.

Delegates re-elected Judge, along with Jerry Driscol as president. Jim Keane was elected vice president. New board members are Marilyn Solum and John Monahan.

Delegates passed resolutions supporting workplace fairness and national health care reform and opposing the North American Free Trade Agreement.

Boycott launched against Acme Boot

At the request of the Rubber Workers, the AFL-CIO has added Acme Boot Co. of Clarksville, Tenn., to its national boycott list.

On May 21, the company closed its doors, moved its production to Puerto Rico and put 480 workers in the unemployment line.

The union wants to focus attention on Section 936 of the U.S. Tax Code. This taxpayer-financed loophole encourages mainland companies to close down plants and relocate to Puerto Rico, where workers can be hired for half of the salary and benefits paid to U.S. workers.

''We at Acme Boot are an older work force with 362 people over 40 and an average age of 48. Most of us have worked for 22 years and longer at the company,'' said URW Local 330 President Mitchell Tucker. ''With Clarksville unemployment at 9 percent, our chances for finding work — any work — are almost non-existent.''

The company manufactures Acme, Dingo and Dan Post boots.

Texas unions step up on 'Not this NAFTA'

Dallas

The crowd was so large at the North American Free Trade Agreement workshop held during the Texas AFL-CIO convention that the delegates had to be moved to a larger room.

''This really affects us,'' said state federation President Joe Gunn. ''Until the labor movement is satisfied, we will continue to promote 'Not this NAFTA' throughout the state.''

Gunn told the 467 delegates that Texas is the victim of a double-edged sword. The federation is fighting for a tax break for companies who are ordered into environmental cleanups in hopes of keeping them in Texas. ''What's to stop them from not cleaning up and packing up and moving to Mexico?'' Gunn asked. ''We don't want to see them shut down and wipe out U.S jobs.''

Former state Legislative Director Emmett Shepard was elected by the executive board as secretary-treasurer to replace Jackie St. Clair, who was appointed as the Texas Employment Commissioner by Gov. Ann Richards. Delegates also elected 13 new members to the executive board.

Idaho labor explores employer relations

Unions are part of the solution to developing labor-management cooperation, Idaho AFL-CIO President Randy Ambuehl told delegates to the state federation's convention in Twin Falls.

''There is a reason why cooperative relationships succeed in societies with high union rates,'' Ambuehl explained. ''Cooperation is a two-way street and, in a unionized setting, workers can gain a more equal status with employers.''

With the need for improved cooperation at the forefront of the agenda, delegates passed resolutions on passage of S. 55, the Workplace Fairness Bill already passed by the House, health care reform and opposition to the current version of the North American Free Trade Agreement.

Delegates elected two new members to the board, Don Glenn Jr. of the Oil, Chemical and Atomic Workers and George Millward of United Transportation Union.

Jim Kearns was elected president emeritus and received the Robert McFarland Memorial Award, a solidarity award in honor of the former state federation president.

Conference shows that the future is workers

Continued from Page 1

OSHA committees created by Oregon state law.

At the Chicago conference, the display of successful, high-performance workplaces proved Lucassen's point that workers know best how to solve frontline problems. Reform rests, said Lawrence Bankowski of the Flint Glass Workers, ''on the brainpower of the U.S. worker,'' to which he attributed the success at Corning Glass.

Gerald W. McEntee of AFSCME regretted that the public sector doesn't have a spur to drive it to more cooperative workplaces and ACTWU President Jack Sheinkman gave the conference its terminology — ''high road'' for the investment necessary to remake the workplace into models of cooperation and ''low road'' for the low-wage option.

The high road is the essential way for entrepreneurs to go, said former Secretary of Labor Ray Marshall, because rigid reliance on the ''market'' won't lead to the necessary investment in time, training or money. Marshall said managers have told him a high-performance workplace is great for the long run, ''but the short run is all I have left'' by the time they become CEOs.

Marshall said the federal government should encourage companies to take the high road by changing tax laws that encourage the low-wage option, making it profitable to run away to Puerto Rico or to the Mexican maquilas. But government is falling short in the labor-management-government partnership, said Ellen Bravo of the Service Employees, by making it legal to contract out and letting standards lapse.

Lynn Williams of the Steelworkers said the union has changed its policies in order to attain worker voice on the job. Robert Darnall of Inland Steel complimented the ''world-class people'' of the USWA, who closed the option to going non-union to compete with steel from the mini-mills.

Worker involvement makes possible startling turnarounds, such as the remake of New United Manufacturing Motors (NUMMI) of California, described by Martha Quesada. What a difference a decade makes, said Quesada. NUMMI has eliminated executive dining rooms and separate parking lots, symbolic of the change in corporate attitude, said Quesada, who suffered a two-year layoff and learned a woman's role was to ''do what you're told.'' She got the conference to acknowledge that racism and sexism are facts of life in many management structures.

Donahue's point that workers never are invited into a going enterprise was reinforced by West Virginia Gov. Gaston Caperton, who cited a ''national crisis'' curable only by restructuring. It took a sharp downturn in the 1970s to spur redesign of Xerox, company official Joe Laymon reported. Robert D. Haas of Levi-Strauss said ''success remains a barrier to change'' among U.S. companies.

Jay Mazur of the Ladies' Garment Workers noted that his union and management are working together to fund not only training, but also education.

The changeover at U.S. West is almost totally employee-driven, said company official Jerry Johnson. His counterpart, Kevin Boyle of the Communications Workers, said union members had to find and devise their own models since, ''with all due respect to Secretary Reich, the academics don't provide us with a lot of real models.''

U.S. West, a sprawling regional Bell operating company, acknowledged tough bargaining ahead and the specter of layoffs hung like a pall over the conference. ''We can't wait for attrition,'' one manager said, and the discussion prompted an audience response by a spokesperson from Procter-Gamble, which recently announced its intentions to lay off 30,000 workers.

While both labor and management agonized over avoiding layoffs or at least protecting workers, only one manager let on about the reluctance of many companies to give up autocratic authority. Gary Tooker decried the government ''message'' sent by National Labor Relations Board decisions on Electromation and Du Pont, both found to be top-down, management-controlled schemes to bypass worker empowerment.

John Sweeney of the Service Employees noted that worker involvement has been confined to manufacturing and is also needed in health care.

Late in the day, Bricklayers President John T. Joyce said forcefully that collective bargaining is, after all, the vehicle of worker involvement, but is not a remedy employers are willing to establish. Nor is there liable to be much publicity on the efforts that are under way, said Larry Jackson of the Grain Millers because, to the news media, ''good news isn't interesting.''

In addition to hearing about Oregon OSHA committees, the Dunlop Commission meeting in Washington received information from UAW and Ford on worker committees.

The committee also heard reports from large and small companies in the service industry, including: Betty Bednarczyk of the Service Employees and company representative Michael Howe reporting on Healthspan Corp. of Minnesota.

Oregon AFL-CIO President Irv Fletcher joined in displaying the success of the state's workplace safety committees, which are mandated for all worksites with 10 or more employees and for some high-risk industries with fewer than 10. The effort has reduced worker injury rates in each of the three years of the committee's existence, a success story reported the previous week to the Senate committee studying national OSHA reform.

Unions: Equal partnership is key to success

From union statements to the Conference on the Future of the American Workplace, the AFL-CIO gleaned five common themes:

- To the extent that U.S. managers abandon traditional managerial patterns, unions stand ready to join as equal partners. Unions are not wedded to old systems, narrow job classifications or conflict in labor-management relationships.
- The principles that underlie the ''high performance'' workplace are fundamental to the labor movement, which after all devised the apprenticeship programs for skilled crafts, promoted career paths and other worker-specific innovations.
- Workers are not just means to an end but human beings with rights to be safeguarded. They are not just ''human capital'' but have a basic moral claim to dignity, to a full share of the gains produced and to a safe, healthful and humane workplace.
- To succeed over the long term, high performance work systems cannot be imposed by management but must be developed bilaterally between management and employee representatives through collective bargaining. By definition, management-imposed employee ''participation'' schemes fall well short of what's needed and only reinforce existing hierarchies.
- Current labor law does not apply to a large proportion of the work force, provides inadequate protection to those to whom it does apply and does little to facilitate genuine employer-employee partnerships dedicated to creating high performance work systems. The combination of the law's inadequacies and the preoccupation of much of American management with maintaining its unilateral control serves to solidify antiquated management structures.

INSIDE

1 ***Two women elected to Executive Council***
During its Chicago meeting, the AFL-CIO Executive Council elects two women as new vice presidents and holds firm on the fight for workplace fairness.

1 ***Rhode Island nurses vote in AFT unit***
The AFT scores a big victory among nurses at Rhode Island Hospital in the first leg of a coordinated organizing campaign with the Teamsters.

5 ***Bishops' pastoral stresses justice from employers***
The 1986 pastoral letter of the U.S. Conference of Bishops poses a challenge which unions and the church struggle to put into practice.

11 ***Food Lion judgment falls short, UFCW says***
The $13.2 million settlement between the U.S Labor Department and Food Lion Inc. doesn't go far enough to stop wage chiseling, the UFCW charges.

13 ***AFTRA elects first woman president***
Delegates elect Boston newscaster Shelby Scott president of the Television and Radio Artists; convention hears report of merger committee.

14 ***Union edge widens for pay, benefits***
The pay and benefits advantage of union membership has widened to nearly $10 more an hour over non-union workers in some industries, BLS reports.

VOLUME 38, NUMBER 17
AUGUST 9, 1993

AFL-CIO NEWS

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

8/9/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 18 AUGUST 23, 1993

FOCUS



Bayard Rustin's call for jobs and justice will ring out again. **Pages 6-7.**

Side deals fail; AFL-CIO fights NAFTA

By John R. Oravec

Defective side accords to the North American Free Trade Agreement on labor rights and environmental safeguards have failed to allay the concerns of union, consumer, farmer and environmental groups.

AFL-CIO President Lane Kirkland said the side agreements, which emerged after months of contentious talks with Mexican and Canadian trade negotiators, are "political window dressing on a bad agreement. They do nothing to make NAFTA acceptable to working people."

Kirkland pledged the AFL-CIO "will vigorously oppose NAFTA before Congress."

That fight gained a key ally when House Majority Leader Richard A. Gephardt (D-Mo.) said the side accords fall woefully short of needed improvements in NAFTA. "I cannot support the agreement as it stands," he said.

The accords tendered by U.S. Trade Representative Mickey Kantor, which President Clinton had proposed to remedy the serious flaws in NAFTA, "have no teeth," Kirkland declared.

Kirkland said the deal achieved by U.S. negotiators "contains no practical means of safeguarding worker rights and the environment."

In addition to Gephardt, other members of Congress weighed in with objections, showing the deep division among Democrats over NAFTA. While implementing legislation on the trade deal is still to be drafted, a number of Democratic congressional leaders expressed skepticism.

Similar apprehensions were raised earlier by more than 100 Democratic House members who called on the president to focus on health care reform legislation rather than NAFTA. Seeing a severe U.S. job toll resulting from the trade deal, they warned that debate on NAFTA would be difficult and divisive.

House Majority Whip David E. Bonior (D-Mich.) vowed to continue the all-out campaign to defeat NAFTA.

"All the fanfare about the completion of side agreements can't hide this simple fact: NAFTA still threatens to make American jobs our No. 1 export,"

Continued on Page 4



Bill Burke/Page One Photography

Teamsters President Ron Carey joins Jane Perkins of Friends of the Earth and other NAFTA foes at news conference on the flawed side agreements.

Unions do training that works

Projects are models for future workplace

By Candice Johnson

Through a number of quiet union-industry alliances, workers and their unions for years have been getting employer help in laying a solid foundation for job training.

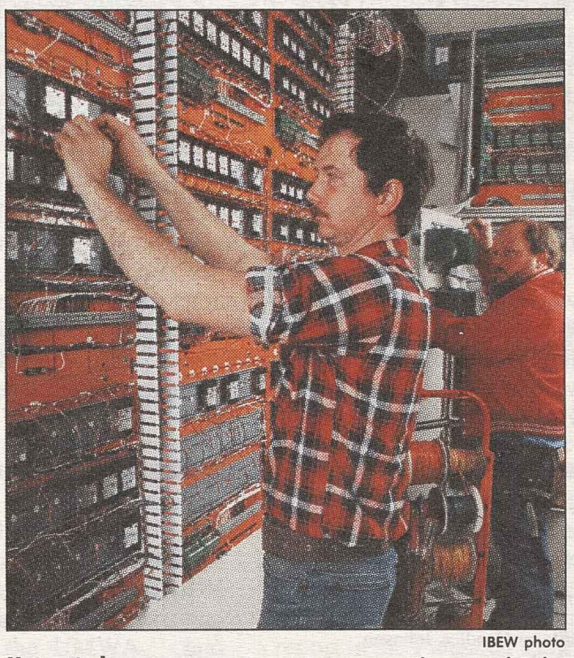
Today, training is a keystone to the much-ballyhooed "workplace of the future." And the attention paid to training proves a unique opportunity for unions to find new industrial partners in an era when training is trumpeted as the key to U.S. global competitiveness.

In some cases, President Clinton, Labor Secretary Robert B. Reich and others "are preaching a gospel that absolutely baffles many industrial chieftains," said Electrical Workers President John J. Barry. To some business leaders, "the concepts of labor-management cooperation, worker empowerment and training are marvelous new ideas that they are discovering for the first time."

But, Barry notes, "the agenda for a 'new American workplace' looks very much like the formula that the IBEW and National Electrical Contractors Association have been using since 1920," Barry said.

Barry recently was in Knoxville, Tenn., for the fourth joint IBEW-NECA training institute, where instructors for some 400 industry labor-management training programs updated their skills and kept on top of changing technology.

The four-year program, part of the National Joint Apprenticeship and Training Committee, graduated its first class of 131 instructors. This "train-the-trainer" session is a cooperative effort involving the union, contractors and the University of Tennessee Department of Technological and Adult Education.



IBEW photo

Union-industry training programs are key to "high-skills" workplace of the future.

This is the kind of venture the Clinton administration can use in its efforts to focus government attention on the need to fashion the workplace of the future, he said. Skill training is the cornerstone of this agenda.

Currently, the United States spends only a third as many public dollars as France and one-fifth as many as Sweden in providing training for adults.

NECA President Leo Weber agreed with Barry that joint programs are valuable, stressing that "in a time of increasing competition, it is the unmatched skills of our electricians and the expertise of our contractors

Continued on Page 2

Clinton recission of Reagan blacklist opens new chapter

The Clinton administration's removal of the ban on the permanent hiring of air traffic controllers ended "a sorry chapter in U.S. employment history," AFL-CIO President Lane Kirkland said.

The administration's action overturned the extreme penalty meted out to some 12,000 air traffic controllers who went on strike in 1981 — a lifetime ban on work with the Federal Aviation Administration.

In his order to the Office of Personnel Management, President Clinton declared, "it is time to put this chapter of labor-management relations behind us" and called for the fired controllers to "be eligible to apply without preference when there are openings with the FAA."

Clinton's action "sets a positive tone for labor-management relations" and charts a new path for the workplace of the future, Kirkland noted, contrasting it to the confrontational policies of the Reagan-Bush administrations.

"Ronald Reagan brought the full force and might of the United States down on a tiny band of citizens striking for what they believed in," he said. "Then — incredibly — he went back to brand them for life with a ban on their being hired" for FAA jobs.

The lifting of the ban on PATCO was a major priority for Labor Secretary Robert B.

Continued on Page 5

Joint training is laying foundation for future

Continued from Page 1

that sets us apart in the electrical construction industry.''

''If we are to preserve a competitive position in this industry, it will be because of our superior training, and if we are to maintain technical prominence, we must continue to adapt to ever-changing technology,'' he said.

Barry stressed that while the demand for electricity would continue to grow, ''the question is: will we be the ones to supply it?''

''I am not just talking about non-union competition,'' he said. ''I'm talking about a world in which decisions made in London, Berlin, Tokyo or Singapore can affect our economy as much as those made in Washington, D.C.''

Far too much of the nation's industrial base has been lost, with the North American Free Trade Agreement threatening to move even more jobs to Mexico, he warned. And ''for every job that is lost through imports, there is a corresponding decline in the demand for our services,'' he added.

Every year, some 60,000 electrical workers receive training in the basics of the trade or upgrade their journeyman-level skills. That emphasis on training has been a traditional principle for building trades for decades.

The IBEW is not alone among unions in expanding programs aimed at apprentices and experienced workers, as well as participating in new efforts.

In Chicago, for example, a joint effort among the Chicago Building and Construction Trades, city Housing Authority and federal, local and state agencies helped some 300 low-income residents gain skills working alongside skilled union workers on housing renovation projects.

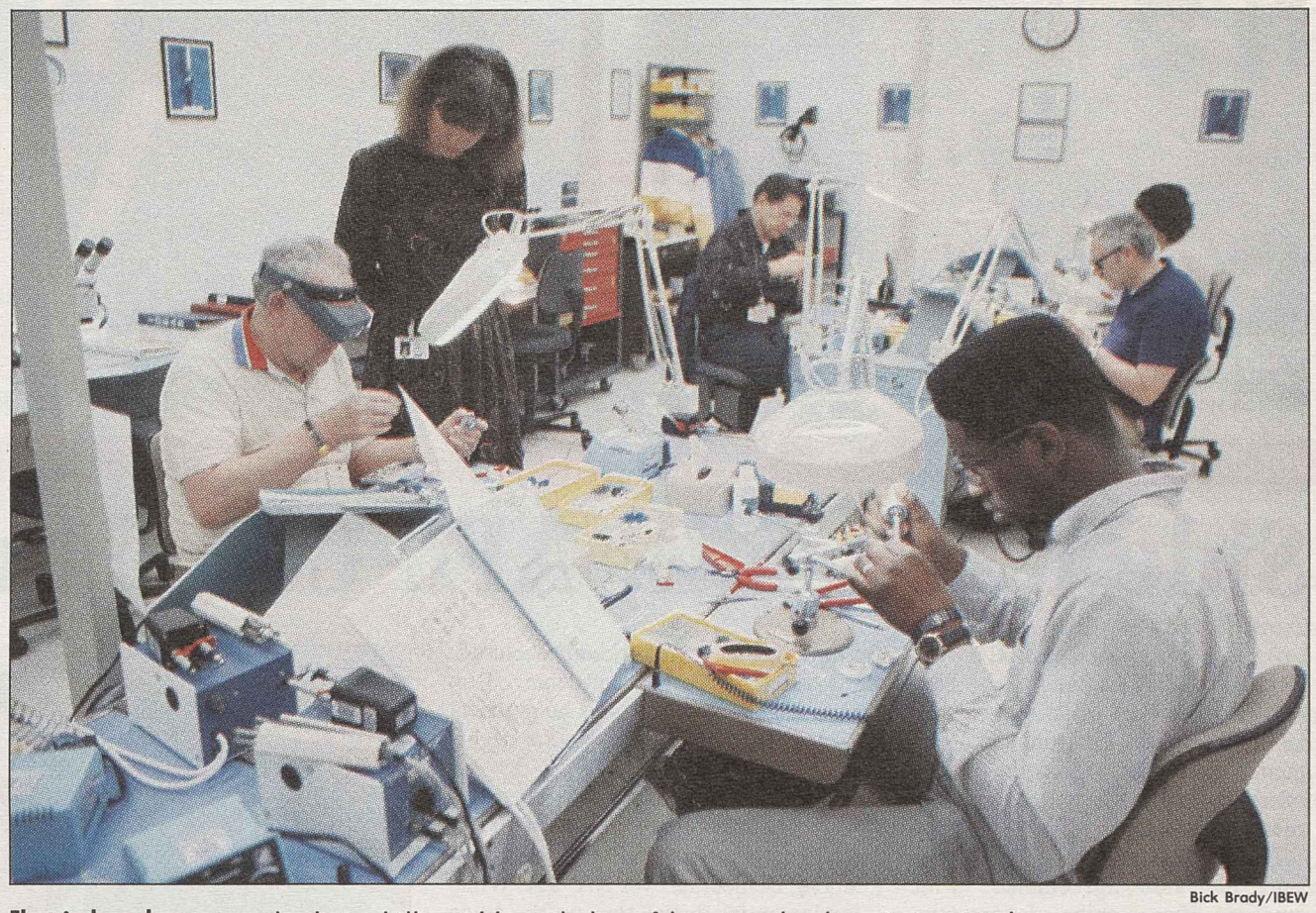
The workers, mostly women, were classified as ''step-up apprentices'' and were able to explore a variety of building trades skills through training not tied to a particular craft.

A report presented to the AFL-CIO Executive Council earlier this year reflected the long success of the Plumbers and Pipefitters and industry contractors in the trade in providing apprenticeship and training — as well as other joint industry-labor efforts.

The UA spends some $76 million a year, operating more than 400 programs and providing high quality training and employment to hundreds of thousands of workers.

A recent survey cited in ''Engineering News Record'' of the top 50 specialty contractors indicated that for 1992, at least 42 of these contractors employed crafts workers trained under UA programs.

Another endorsement of joint programs was the report of the Commission on the Skills of the American Workforce, which found that five out of six workplace ''success'' stories in the United States were labor-management programs established through collective bargaining.



Bick Brady/IBEW

Electrical workers upgrade their skills and knowledge of latest technology in joint industry program.

House approves funding for pension investment partnership

By James B. Parks

The Senate is expected to act soon on a key portion of the partnership between union pension funds and the U.S. Department of Housing and Urban Development to help cure the nation's housing ills.

The Community Investment Demonstration Act, H.R. 2668, which passed the House of Representatives by a 309-106 margin Aug. 2, would authorize HUD to provide up to $100 million over five years in Section 8 project assistance for specific types of housing that use pension funds as a source of financing.

The $1.2 billion National Partnership for Community Investment between the AFL-CIO Housing and Building Investment Trusts and HUD will build 12,000 affordable housing units, create 20,000 union jobs in construction and related industries and a million square feet of commercial space.

Pension funds will account for $660 million of the partnership and leverage a similar amount from other private and public sources.

The pension funds would be guaranteed through the Federal National Mortgage Association (Fannie Mae) and other government and private credit enhancement programs.

Stephen Coyle, chief executive officer of the HIT/BIT, told the Senate Banking, Housing and Urban Affairs that the $100 million will ''make the projects more financially feasible and secure.''

It also ''would make much of the housing to be constructed with pension funds affordable for families with incomes below 80 percent of median income,'' Coyle added.

Under the bill, the housing eligible for assistance include HUD distressed properties, projects to house or rehabilitate the homeless, and projects located in federal empowerment zones and enterprise communities.

The program contains several guarantees for pension funds invested under the program. For example, loans made under the program would be independently underwritten to meet the standards of the secondary mortgage market.

The Section 8 certificates are a form of federal subsidy that bridges the gap between a low-income tenant's ability to pay and the fair-market rent. The contract terms of the certificates will be from 5 to 15 years. Typically, no more than 40 percent of the units in a development would receive the certificate.

Pension funds are estimated to total $4 trillion and account for one-third of the total U.S. securities market and 40 percent of the bond market. ''To date however, U.S. pension funds have invested only a small percentage of their assets in affordable housing or community economic development in our cities,'' Coyle said.

''In the global competition for capital, the challenge we face is to provide pension funds with the solid investment opportunities that exist in America's communities,'' Coyle told the Senate panel.

''This cannot be achieved without providing security, liquidity and market returns for the pension investor,'' he said.

''In the field of housing, this requires the active participation of Fannie Mae and Freddie Mac,'' Coyle stressed.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 18 — MONDAY, AUGUST 23, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria Johnson

Health care goals stir worker hope

Kirkland: 'Tough battles are ahead'

By Rex Hardesty

President Clinton pointed the nation "in the right direction" Aug. 16 when he outlined his health care reform plan to the nation's governors, the AFL-CIO said.

"We hope and expect to be able to give the president's plan our full support when we see the details next month," AFL-CIO President Lane Kirkland said. Clinton is expected to unveil details of his reform plan before a joint session of Congress, probably around Sept. 21.

But Kirkland said the AFL-CIO also "expects a tough fight. We don't expect the profiteers and chiselers to give up their advantage without a battle."

Kirkland emphasized the importance of taming runaway health care costs, which the president's task force, headed by Hillary Rodham Clinton, has sought to address.

"Workers and their unions have been watching our costly, inefficient health care system eat up their wages and their employers' resources," Kirkland said.

Kirkland predicted that "this battle will pit workers, their unions and employers who pay their fair share against the congressional gridlock artists who resist all change."

That fight has begun to take shape. An official of the National Federation of Independent Business, for example, sought to undercut the president's presentation by predicting in advance that "thousands of small businesses will close" if paying for employee health care coverage is made mandatory.

In contrast, Clinton, the AFL-CIO and other proponents of reform have emphasized the basic unfairness already endemic to a system in which many employers escape the costs of providing health benefits.

Clinton told the governors he believed his plan "will offer a level playing field to all those small employers who are covering their employees right now and paying too much for it. I believe it will be a critical first step in rewarding work over welfare."

Clinton also emphasized the current waste of money. "If health care costs had been held in check since 1980, state and local governments would have on average 75 percent more funding for public school budgets," Clinton said.

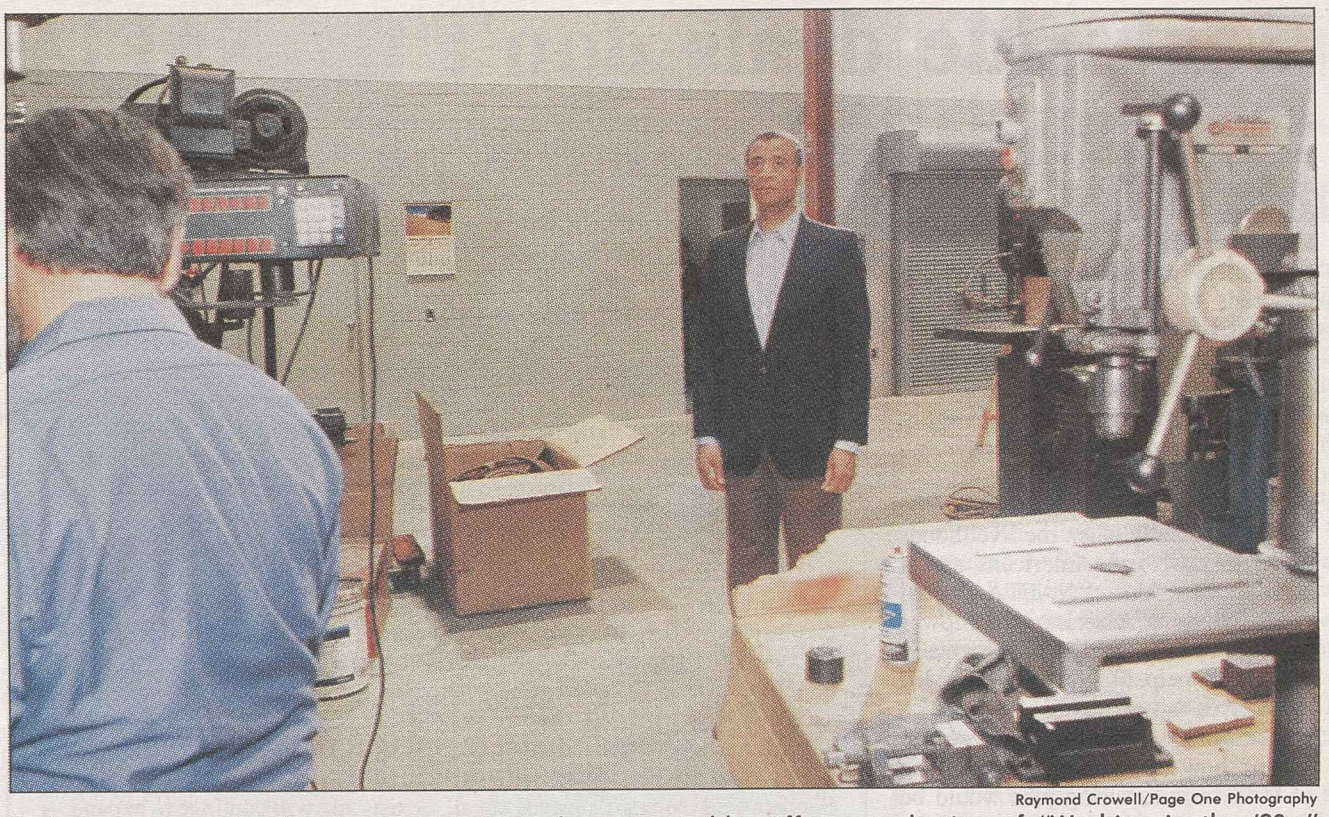
He noted that in 1993 states spent more on Medicaid than on higher education for the first time.

"And state spending on Medicaid is expected to jump from $31 billion in 1990 to $81 billion in 1995, if we don't change the system," he said.

Noting the "waste and inefficiency" in the current system, Clinton said that without reform, health care will soon be consuming 60 cents of every new dollar going to the federal treasury.

Just before Clinton spoke, a new poll showed that Americans believe the White House should make health care reform its top priority.

In a Gallup poll released Aug. 12 for CNN/USA Today, 40 percent listed the nation's top priority as health care reform, which topped a list that included government efficiency and welfare reform. Free trade with Mexico was selected as the top priority by 2 percent of respondents.



Raymond Crowell/Page One Photography

Anchor Fred Thomas tells about problems in the new American workplace in the AFL-CIO Labor Institute of Public Affairs production of "Working in the '90s," scheduled on PBS stations on or around Labor Day.

Labor Day '93 reflects new spirit

By Muriel H. Cooper

With a new administration that recognizes the value of the labor movement, there is a renewed spirit in this year's Labor Day celebrations.

From New York City, where AFL-CIO President Lane Kirkland will lead the annual Labor Day parade, to a day-long celebration in Petaluma, Calif., working families will march and rally against the trade deal with Mexico and for national health care reform, freedom of association and reform of the Occupational Safety and Health Act.

"We finally have an administration in Washington that understands the needs of working people," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "No longer are we saddled with presidential leadership that is anti-worker, anti-union and anti-progressive."

While the Clinton administration may share much of labor's legislative agenda, unions still are confronted by employers bent on sacrificing workers at the altar of the bottom line. That point will be made by the Mine Workers, who will dramatize the failure of the nation's coal operators to bargain in good faith with a bus tour ending with a national rally in Evansville, Ind. **(See story, below).**

The New York City Central Labor Council will kick off its annual parade at 10 a.m. Labor Day, Sept. 6. Marching uptown on Fifth Avenue, parade officials are encouraging all union members to join in under one banner of unity.

"As the tribunes of the working people whose very lives hang in the balance, we aim to remain on the ramparts of the struggle to set the nation on the proper course," promised Kirkland.

"Working Americans know that their communities and their country cannot prosper on the only jobs that are being created these days — the part-time and casual jobs that leave people living from hand to mouth," he said.

Labor Secretary Robert B. Reich also spoke of the need for good jobs to build a better future. "Quality is the key to a strong, secure, prosperous future for America and the working men and women who built our nation and remain its most important resource," he said.

With the labor movement again at the vanguard in the 1993 Anniversary March on Washington Aug. 28 **(See stories, Pages 6-7),** John Jacob, president of the National Urban League credited the labor movement as the catalyst that sparked change in America.

"The labor movement has always been a progressive force for constructive change in our nation and, in 1993, it can help move America further along on the road to a prosperous, fair, integrated multiracial society," he said.

The late Cesar Chavez, president of the Farm Workers, will be remembered as an embodiment of the Catholic Church's teaching on social justice during the Sept. 12 Labor Day mass celebrated by Cardinal John O'Connor at St. Patrick's Cathedral in New York City.

American workers will be showcased on several television programs showing on public broadcasting stations. Some 70 PBS stations are airing a production by the AFL-CIO's Labor Institute of Public Affairs, "Working in the '90s," which looks at workers' concerns about job loss, underemployment, benefit cutbacks, workplace safety and discrimination on the job, and shows what unions are doing to protect workers' rights.

"We Do The Work," the public television series on life in the workplace, will present a celebration of American workers in its one-hour Labor Day special. Heroes: Profiles from the American Workplace will depict eight extraordinary individuals who are heroes to their families, co-workers or communities.

Check local PBS stations for the time and date of these two special Labor Day presentations.

New bill takes aim at double breasting

By James B. Parks

Management's callous treatment of the Mine Workers has spawned legislation to end the practice of double breasting in the coal industry.

"Over the past few years, coal companies have been engaging in a kind of shell game to avoid their contractual obligations with the UMWA," said Rep. Austin J. Murphy (D-Pa.), who has introduced H.R. 2980, the Bituminous Coal Mining Industry Labor Law Amendment of 1993. It defines "parent" company and brings more order to the ways subsidiaries are set up.

Murphy said the double breasting "serves no purpose other than to deny miners jobs they have earned and inflict undue hardships on their families and the communities in which they reside. My legislation strives to harness this practice and bring trust and honor back to the coal fields."

The Federal Mediation and Conciliation Service has entered the dispute, meeting with both the UMWA and the BCOA. UMWA spokesman Jim Grossfeld said both sides have agreed to meet again to discuss beginning negotiations.

Meanwhile, the strike appears to be affecting the coal owners. According to a report in the Financial Times in London, the strike contributed to a 16 percent decrease in profits for Hanson PLC, the British parent of Peabody Holding Co., the nation's largest coal operator.

In a major display of labor's solidarity, the UMWA will hold a four-day Labor Day Weekend celebration in Evansville, Ind., culminating with a parade and rally on Labor Day, Sept. 6, featuring Indiana Gov. Evan Bayh (D) and UMWA President Richard L. Trumka.

The UMWA began a selective strike against the Bituminous Coal Operators Association May 10 over the owners' unfair labor practices. Some 17,000 miners are now on strike in seven states.

The main stumbling block is job security for UMWA members, who mainly work in older mines where the supply of coal is being exhausted. The union wants UMWA members to be hired for jobs at new mines, where coal companies are setting up double-breasted operations in an effort to avoid their contractual obligations.

Murphy said the goal of his legislation is "to build a level of trust between employer and employee. Such trust is absolutely necessary if we are to have positive labor-management relations in the coal fields and so America can successfully compete in today's global economy."

"I am not only concerned about the union miners who have been hurt, but also their families," Murphy said.

Weak side deals don't fix NAFTA

Continued from Page 1

Bonior said. ''With or without the side agreements, NAFTA rolls out the red carpet for more multinationals to close their plants in the United States and open them up in Mexico — leaving hundreds of thousands of American workers without jobs.''

Kirkland pointed out that the added side agreements would relegate conflicts on worker rights and the environment to commissions that have no power to enforce trade sanctions.

''Our government can and should do better, especially when the livelihoods of so many North Americans are at stake,'' he said. ''NAFTA would reduce working Americans to a lower standard of living while doing virtually nothing to help Mexican workers lift themselves out of poverty.''

Studies by a number of research groups show that hundreds of thousands of U.S. manufacturing jobs would be shipped across the border under the trade deal during the 1990s. Employers also would use the threat of shifting jobs to Mexico to reduce wages and benefits for U.S. workers.

Kantor and the pro-NAFTA corporate lobby, which is pouring an estimated $50 million into the campaign to pass the trade deal, contend the agreement would create 200,000 jobs in the United States.

NAFTA opponents point out that U.S. manufacturers and other firms already have shipped more than 500,000 jobs to Mexico — through the maquiladora program — and that the trade deal would speed up the exodus of better-paying U.S. jobs.

Within hours after Kantor announced the ''groundbreaking'' side agreements, unions and coalition groups that make up the Citizens Trade Campaign reacted:

- President Owen Bieber of the UAW said a crucial failing of the side agreements is the exclusion of union rights under the so-called enforcement process.

''Complaints against a government's enforcement of such basic worker rights as the right to organize a union and bargain collectively are excluded from both the expert review and dispute resolution stages of the process,'' Bieber said.

- Teamsters President Ron Carey charged that the side agreements do not correct the NAFTA flaws that put corporations first and people last.

''They do nothing to protect workers' rights to organize,'' Carey said. ''American corporations would still be encouraged to move operations to Mexico to pay workers as little as $4 per day.''

He said the side agreements would not reverse the NAFTA provision permitting companies to use Mexican trucks and drivers to haul freight in the United States without meeting U.S. safety standards.

- President Jack Sheinkman of the Clothing and Textile Workers said NAFTA would ''further erode the living standards throughout North America and endanger our environment both inside and outside the workplace. We need to create jobs in the United States, not destroy them.''

- President William Bywater of the Electronic Workers charged that the toothless side agreements boil down to non-enforceable ''jawboning'' provisions.

- Lori Wallach of the Public Citizen said NAFTA would be a step backward. The agreement would expose a whole range of U.S. laws protecting the environment and guaranteeing food safety when challenged by other countries as trade barriers.

- Nancy Danielson of the National Farmers Union said NAFTA would undercut the interest of American family farmers as well as U.S. food safety and import inspection standards.

'Drain on U.S. jobs and wages'

With U.S. investment surging in Mexico's export plants, the North American Free Trade Agreement poses a serious threat to the jobs and wage rates of U.S. workers, a House employment subcommittee was told.

Prof. Harley Shaiken of the University of California testified that not just low-skilled U.S. jobs are in jeopardy of being lost to the maquiladoras.

Among the high-tech industries — from auto production to consumer electronics — that have located in Mexico, productivity and quality are comparable to U.S. levels, Shaiken said.

While production standards have been raised to First World status, Shaiken said, Mexico's wages are at Third World rates. That combination endangers both the jobs and wage levels of U.S. workers.

''At risk are not simply $6-an-hour jobs sewing blue jeans, but $19-an-hour jobs machining complex parts,'' Shaiken told the House panel.

Over the past decade, General Motors, Ford, Chrysler and other automakers have built or expanded engine plants in Mexico, which is now one of the largest engine exporters in the world, Shaiken said.

Last year, Mexico exported 250,000 autos to the United States. By the end of the decade, auto imports from Mexico could rise to 1 million, he predicted.

Although auto productivity and quality is on par with U.S. standards, Shaiken noted that total hourly compensation in Mexico is at $5 — about one-eight the rate of wage and benefits rates of the Big Three U.S. automakers.

In its present form, NAFTA will do nothing to improve the conditions of Mexican workers, but could seriously harm U.S. workers as the economies of the two countries become integrated, Shaiken said.

''At issue in the current debate over NAFTA is not economic integration with Mexico — that already exists and will continue to expand — but the basis on which an accelerated integration should take place,'' he said.

Investment guarantees have been assured in the NAFTA negotiations, he pointed out. But no comparable efforts have been made to harmonize labor standards.

Shaiken concluded that unless similar initiatives are made to insure more uniform labor standards, wages and working conditions will continue to deteriorate.

— John R. Oravec

Willow Run jobs hanging on final rule

Some 2,500 members of the UAW will lose their jobs at General Motors' Willow Run assembly plant unless the Michigan Supreme Court agrees to hear an appeal to keep the facility open.

The state appeals court Aug. 4 struck down a February ruling that would have kept the plant open. The injunction against the closing would also be lifted if four or more of the state supreme court justices do not agree by Aug. 24 to hear an appeal. GM sought the lifting of the injunction.

The appeals court decision was an ''injustice,'' said Bob Harlow, president of UAW Local 1776. The Township of Ypsilanti, which filed the original suit, will appeal the decision, he said. The union is not a party to the suit.

''The court said companies can come in and use promises of jobs to get tax abatements and they're not promises. And they can use hyperbole and puffery,'' Harlow said. ''Michigan has laws that protect consumers against hyperbole and puffery when you're buying a used car. But there are no laws to protect you against using them to get a welfare check for corporations.''

Washtenaw County Circuit Judge Donald Shelton ruled in February that by accepting $13.5 million in tax abatements, GM was bound, based on public statements and past practices, to keep the plant open.

Some 2,300 UAW members are laid off from the plant which produces Chevrolet Caprice sedans and some Buick and Oldsmobile models. Another 240 maintenance workers are still at the plant.

GM announced in Feb. 1992 that it would shut down the Willow Run plant in Ypsilanti after the 1993 model run and move production to Arlington, Texas.

Shelton ruled that GM wanted to close the plant to maximize production in Arlington, not because of insufficient demand.

GM had tried to repay back taxes in a move to mollify the township, but Shelton disallowed the move.

State investment pays off in jobs, economic development

By Sharolyn A. Rosier

States that invest in physical infrastructure, technology and worker training — providing good jobs at good wages — are the most attractive for businesses looking to relocate or expand, a new study concludes.

The 1993 Development Report Card for States, conducted by the Corporation for Enterprise Development, flunks many of the states that have actively pursued low-wage, low-service economies.

The comparative index of state economies uses more than 50 economic measures of development capacity, economic performance and business vitality.

''We have consistently found that states with high grades in investment in the fundamentals of state resources also demonstrate high grades in their ability to attract jobs at good wages,'' said Brian Dabson, president of CFED.

''The reverse is also true. States that find themselves in a poor position to attract jobs, have consistently scored low in indexes that indicate long-term investment in those fundamental economic development resources,'' he said.

The study shows that the low-scoring states include those that ban the union security clause for workers in their collective bargaining agreements, the 21 states with the so-called ''right-to-work'' laws.

Dabson met with the AFL-CIO Executive Council earlier this year to describe how states that promise low-wage, non-union work forces are not as attractive to businesses as those that promise high-skill, unionized work forces.

Sixteen of the 20 states that had A or B grades in earnings and job quality also had A or B grades in development capacity, according to the Report Card. The top of the class this year is Colorado, followed closely by Maryland.

Bringing up the rear are Louisiana, Oklahoma and South Carolina with straight Ds and Fs. Louisiana and South Carolina are both ''right-to-work'' states. South Carolina recently further tarnished its image by promising non-union conditions for German automaker BMW while telling Mercedes-Benz it was not interested in its relocation if it brought a unionized work force.

The Pacific region is the nation's economic leader with some of the highest performance grades in the nation and the best development capacity rankings of the six regions.

The report points to how the state of Washington, although overdependent on down-sizing industries such as aircraft manufacturers, nonetheless scores very highly in employment growth and entrepreneurship.

In the Northeast, the importance of the fundamentals such as investment in human resources can be seen in the improvement of Massachusetts. Although among the hardest-hit in the recent recession, Massachusetts' good short-term employment growth and third-place ranking in the competitiveness of existing businesses shows that recovery is under way, the report states. Historically Massachusetts also has been strong in development capacity.

''Legacy isn't destiny,'' the report says of the South, which is the nation's overall leader in business vitality — measuring competitiveness, entrepreneurial energy and industrial diversity. Two-thirds of the southern states — including Tennessee, Georgia and Alabama — posted grades A or B. And Arkansas is first in short-term employment growth.

But the region's overall economic performance is still poor and it remains by far the weakest in development capacity, according to the report. All but two states — Georgia and Virginia — graded D or F.

Doubts remain as to whether the remarkable gains in the business vitality are sustainable and can be translated into economic gains without major investment in infrastructure and workers' skills, said Dabson.

The Southwest has been especially hard hit by the recession and immigration, which have driven up poverty levels and rapidly increased the gap between the rich and the poor.

With weaknesses in many of their core industries and the expense of supporting a soaring population, many citizens in these states — including California, Arizona and Texas — are being left behind.

Inbrief

Strict standard sought to limit glycol ethers

The AFL-CIO made its case for a strict occupational exposure standard for glycol ethers to an Occupational Safety and Health Administration public hearing in late July.

In comments on OSHA's proposed standard, AFL-CIO Occupational Safety and Health Director Peg Seminario noted the reproductive and developmental hazards stemming from exposure to the substance as identified by several studies.

Seminario urged several improvements to the proposed standard, including expanding the scope of the standard, requiring specific rules to monitor for dermal exposure and providing workers with the right to binding, independent medical determinations that would assure protection of their health.

She called for a broader standard to include exposure to more substances, noting that employers might switch from the regulated substances under the proposed rule and substitute unregulated chemicals that might harm workers.

Ethylene glycol ethers and their acetates are used in the formulation of paints and coatings, commercial printing inks, industrial solvents and cleaners, as well as in the manufacture of semiconductors and electronic circuit boards.

Emergency rule sought for chromium exposure

The Oil, Chemical and Atomic Workers and the Public Citizen Research Group have petitioned the Occupational Safety and Health Administration for an emergency temporary standard to lower the exposure limit for chromium (VI) compounds.

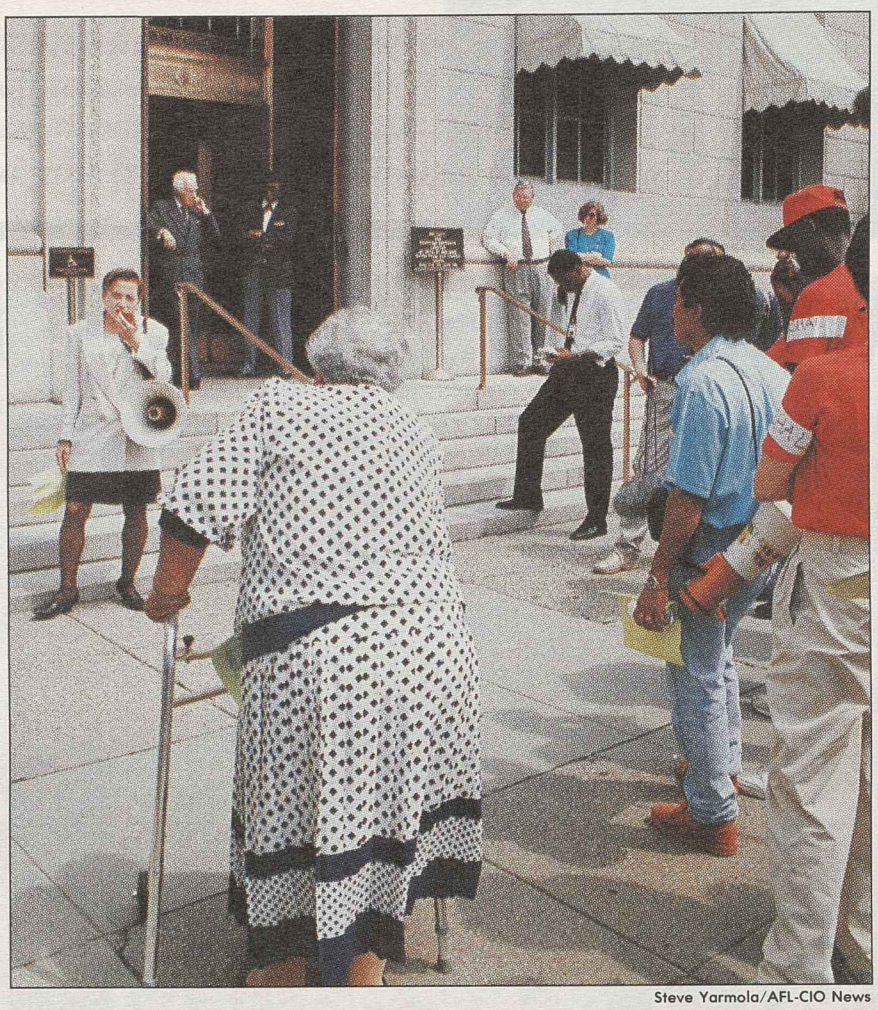
More than 200,000 workers are exposed annually to the compounds, which are highly carcinogenic and are associated with the development of lung cancer.

These workers include pigmentmakers, dyers, chrome platers, steel workers, painters, welders, printers in addition to workers who are exposed to the hazardous components during the manufacturing process.

The current permissible exposure limit (PEL) for chromium is 100 micrograms per cubic meter over an eight-hour period; the groups called for a PEL of 200 times less that level — 0.5 micrograms per cubic meter.

''The evidence is overwhelming that current legal exposure levels pose serious health hazards, yet OSHA has failed to act,'' said OCAW President Robert E. Wages.

''We call on OSHA to take the necessary action and prevent hundreds, if not thousands, of cases of lung cancer and other diseases among American workers,'' he added.



Steve Yarmola/AFL-CIO News

Service Employees organizer Patricia Paul addresses a demonstration outside the U.S Chamber of Commerce headquarters, condemning the Chamber's hypocrisy for providing businesses with information on how to comply with the Americans with Disabilities Act while maintaining a headquarters building that is largely inaccessible to people with disabilities. The SEIU rally noted there are some 49 buildings in the District of Columbia that do not provide access to people with disabilities.

OSHA consolidates construction rules

All Occupational Safety and Health Administration general industry standards that apply to construction now are in a single set of regulations.

Unions and construction firms had been urging the formation of a single set of rules for the industry for some time. Part 1926 of Title 29 in the Code of Federal Regulations covers construction, but some aspects of Part 1910 of Title 29 also apply to construction, such as process safety management rules and hazardous waste operation rules.

The incorporation of the general industry standards into the construction standards took effect June 30, aided by the agency's Advisory Committee on Construction Safety and Health.

Council action clears deck for convention

By Michael Byrne
Chicago

Preparing for the AFL-CIO convention Oct. 4-7 in San Francisco, the Executive Council disposed of nine resolutions left over from 1991 and appointed a committee to prepare the council's report to the 1993 meeting.

The committee, appointed by AFL-CIO President Lane Kirkland, will be chaired by John J. Sweeney of the Service Employees and include Marvin Boede of the Plumbers and Pipefitters, William H. Bywater of the Electronic Workers, John Sturdivant of the Government Employees and William H. Wynn of the Food and Commercial Workers.

Two of the leftover resolutions — the Rights of Immigrant Workers and Immigration Policy, submitted by the Ladies' Garment Workers and the Clothing and Textile Workers — were referred to a special federation subcommittee appointed to study the employer sanction provisions in the Immigration Reform and Control Act.

Kirkland appointed Wynn to chair that subcommittee, which will include Bywater, Sweeney, John J. Barry of the Electrical Workers, Michael Sacco of the Seafarers, Frank Hurt of the Bakery, Confectionery and Tobacco Workers, Jay Mazur of the ILGWU and Jack Sheinkman of ACTWU.

The council also adopted a resolution on strike support, submitted by the New York AFL-CIO, after amending it to include national coordination by the federation's Strategic Approaches Committee and stipulating that state and local central bodies would continue to coordinate activities at their levels.

Labor's Commitment to Ethical Ideas, also submitted by the New York AFL-CIO, was adopted after the deletion of a provision that would have discouraged expulsion of an affiliate engaged in unethical activities.

The council rejected three resolutions — Trade Taxes and Competitiveness, Ethnic Labor Coalition and Minimum Per Capita Requirements for Central Bodies — and found two others moot — National Rail Negotiations and Support for the Shipbuilding Trade Reform Act.

In other actions at the council's Aug. 3-4 meeting in Chicago:

- Vice President Barry of the Electrical Workers reported that an agreement has been reached between rival factions of the Marine Engineers that dissolves a merger between MEBA District 1 and the National Maritime Union and divides the union into six autonomous districts, with NMU becoming District 4.
- Kirkland announced the reorganization of the Labor Committee for a Free Cuba as a subcommittee of the Committee on International Affairs. Mazur was appointed chairman and members will include Sweeney, Hurt, Linda Chavez-Thompson of AFSCME, George Kourpias of the Machinists, Robert Harbrandt of the AFL-CIO Food and Allied Service Trades Department, John Joyce of the Bricklayers and Sigurd Lucassen of the Carpenters.
- The council heard a videotaped appeal from Sen. Daniel Inouye (D-Hawaii) for support to the Franklin D. Roosevelt memorial, a park-like sequence of outdoor galleries between the Lincoln and Jefferson memorials. The FDR Memorial Commission needs to raise millions of dollars, Inouye said.

AFL-CIO hails end to bitter PATCO chapter

Continued from Page 1

Reich, who has said the Clinton program to build strong, cooperative relationships between labor and management requires breaking away from Reagan's confrontational tactics.

Reich stressed that it was time to move forward in improving labor-management relations. He has used the same argument against management's harsh opposition to the ban on the ''permanent replacement'' of strikers.

Reich's statement was issued jointly with Transportation Secretary Federico Pena.

The National Air Traffic Controllers Association, which has represented air controllers since 1987, applauded the administration's action. NATCA noted that not only have the fired controllers ''paid an extraordinarily high price for their actions, but today's controllers and the flying public are bearing the brunt of an air traffic control system that is stretched too thin.''

NATCA pointed out that the air traffic system, which was understaffed in 1981, has not yet been rebuilt to pre-strike 1981 levels. The system remains ''about 1,500 controllers short, yet air traffic has increased about 28 percent since then and aging equipment has become increasingly unreliable,'' the union said.

More than a decade ago, controllers, who were then members of the Professional Air Traffic Controllers Organization, had been pressing their concerns about the excessive hours and outdated equipment that characterized the nation's air traffic system.

A letter to PATCO from then presidential candidate Reagan in October 1980 offered assurances that ''my administration will work very closely with you to bring about a spirit of cooperation between the President and the air traffic controllers.''

The Reagan letter also pledged to follow up on staff reports of ''too few people working unreasonable hours with obsolete equipment (that) has placed the nation's air travelers in unwarranted danger.''

On Aug. 3, 1981, the controllers went on strike, and two days later, were fired and barred from federal employment for 90 days.

But in a Dec. 9, 1981 memo, Reagan ordered that controllers were to be barred from federal employment for three years and were to be subject to a lifetime ban on their working as controllers and in FAA jobs.

At the time, AFL-CIO President Lane Kirkland characterized Reagan's imposition of the lifetime ban five months later as ''going back on the field to shoot the wounded.''

John Leyden, secretary-treasurer of the AFL-CIO Public Employee Department and a former president of PATCO, said Clinton's order brings ''a measure of justice to the air traffic controllers.''

''This presidential action should set the tone for labor relations for years to come — just as Ronald Reagan's executive order set the tone for a decade of wholesale violation of employee rights,'' he said.

FOCUS

Then it was jobs; today it's jobs



It astounded the nation in 1963 when 250,000 people turned out in Washington to march for jobs and justice.

'We intended to be taken seriously'

By Muriel H. Cooper

Thirty years after they joined in the seminal 1963 March on Washington, participants recall the event with wonder and awe, comparable to a religious experience.

"The mood in Washington was like heaven," recalled Steelworkers Senior Research Associate Oliver Montgomery. "There was singing, marching, so much spirit. People were walking with tears in their eyes. It was as if heaven opened in Washington."

The march far exceeded the expectations of organizers A. Philip Randolph and Bayard Rustin and the corps of young volunteers who flocked to the cause.

Rachelle Horowitz, now the AFT political director who was assigned by Rustin to arrange transportation, could show with precision that 99,398 people would arrive for the march, but she shared others' surprise when 250,000 people poured into Washington.

The strength of non-violent social action was on full display in Washington that day. "People walked with a kind of silence and peacefulness," she said.

"I never loosened my tie or opened my collar the whole day," said Robert Pryor, an organizer with the Industrial Union Department who served as a marshall. "We wanted to make an impression that we were to be taken seriously.

"The mood was upbeat," he said. "It's difficult to describe. There was a closeness. No hatred; we weren't hot. I felt like I was doing something I wanted to do all of my life. It was more of a defiant spirit."

MARCHING ORDERS

- The March forms at 9 a.m. on the west side of the Washington Monument.
- Buses should park at Robert F. Kennedy Stadium. There is a $10 parking fee per bus.
- From RFK, Metro train riders should take the Blue or Orange Line to the Smithsonian or Federal Triangle stops.
- The March to the Lincoln Memorial past the Reflecting Pool begins at noon.
- The rally begins at 2 p.m., with AFL-CIO President Lane Kirkland among the speakers.
- AFL-CIO marshals will be available at RFK Stadium, at Metro stops and on the Mall to help direct marchers.

Media coverage was hyperbolic, tending to create mass hysteria as the march was advanced as a violent event that would produce rioting. That fear made it difficult to organize and encourage people to attend.

"We had to overcome the fear," Montgomery said. "We had to go from the churches to the recreation centers to convince people to come." In the end, the march sold itself.

"We took the green train from Chicago and when we arrived in Washington all sorts of people were there," said Lenora Rolla, whose husband was a union railroad worker. "There were such high hopes, such excitement and determination."

Hollywood, nudging the conscience of America, was represented by such stars as Marlon Brando, James Garner, Lena Horne, Charlton Heston and Burt Lancaster.

"I remember thinking that all those people cared about my freedom in Mississippi," said Joyce Ladner, who was 19-years-old when she marched and worked as a volunteer with current labor leaders in raising money for the march.

"We were on the bus coming down from Ohio when a car backfired," Montgomery said. "Now, we had crossed the Mason-Dixon line. People thought the shooting had started. The bus pulled over and wouldn't go any further. But we told them to go ahead."

Many march participants defied real threats to come to Washington, including the possibility of losing their jobs.

Montgomery described it as "a great religious day. I don't know of any other day in my whole life that describes that day . . . that sense that people felt.

Coretta Scott King, whose late husband issued his famous "I Have a Dream" challenge, has noted that "at that moment, it seemed as if the Kingdom of God appeared. But it only lasted for a moment."

Thirty years later, the 1993 marchers are seeking to restore that spirit, but also to revive and retain the national momentum for jobs and freedom.

By James B. Parks

In the 30 years since the 1963 March on Washington for Jobs and Freedom, the nation has made fitful progress towards the march's goals, but the dream of opportunity and economic justice for all Americans is still unfulfilled.

Marchers from across the country will come to Washington Aug. 28 to celebrate the anniversary of the march and to mobilize the movement for social and economic justice. The march will focus on many of the same basic goals that were on the agenda in 1963.

"The basic issues of peace, jobs with justice and equality are as relevant today as they were in 1963," said AFL-CIO Civil Rights Director Richard Womack. "Over the past 30 years, we have overcome many obstacles and confronted many challenges to equal opportunity. However, those challenges remain greater than ever and the issues are essentially the same."

The march will focus on a number of issues critical to working people, such as passage of S.55 — the Workplace Fairness Bill that would ban the "permanent replacement" of striking workers — reform of the Occupational Safety and Health Act and national health care reform.

Another major issue in the march will be opposition to the North American Free Trade Agreement, which would devastate U.S. communities by draining jobs from the United States and driving down wages with only scant benefit to Mexican workers, whose exploitation by U.S. multinational corporations would be increased.

The marchers also will call for government policies to create jobs and for all people to have a chance to participate in the economy. That call for economic opportunity is the same one that resonated throughout the 1963 march.

The 1963 march culminated a dream of AFL-CIO Vice President A. Philip Randolph of using mass direct action to bring the problem of discrimination in the workplace before the nation in an unprecedented manner.

Organized labor was in the forefront of efforts to enact Title VII of the 1964 Civil Rights Act to protect workers against job discrimination because of race, sex, religion or national origin. It has stood steadfast against numerous moves by purveyors of racial division in and out of government to dilute the law's provisions.

The law has been critical to the economic success of minorities and women over the past 30 years. "Title VII had a tremendous impact as long as there was a growing economy," said William Lucy, secretary-treasurer of AFSCME and president of the Coalition of Black Trade Unionists. "The problems we face in 1993 are more critical for workers in general."

Lucy said the 1993 march will serve as a beginning to the tougher fight to enact the march's agenda. "We have to push it in the legislative process and organized labor is central to that," he said.

Womack agreed. "In 1963, organized labor energized itself and planned new strategies to achieve equal rights for all. We endorsed a legislative action agenda. We knew then that our goals were ambitious and our task difficult. Today, events mandate that we reassert the positive power of legislation and labor's role in getting it enacted."

"At the banquet table of nature there are no reserved seats. You get what you can take and you keep what you can hold. If you can't take anything, you won't get anything; and if you can't hold anything, you won't keep anything. And you can't take anything without organization."

— A. Philip Randolph



AFL-CIO Vice President A. Philip Randolph, center, leads the 1963 March on Washington for Jobs and Freedom, flanked by, from left, Urban League President Whitney Young, NAACP Executive Director Roy Wilkins, UAW President Walter Reuther and Arnold Aronson, secretary of the Leadership Conference on Civil Rights.

A. Philip Randolph realized dream of march

By Sharolyn A. Rosier

A. Philip Randolph started working on a March on Washington in 1941. When it happened 22 years later, the objective was still the same: jobs.

The color of one's skin kept you out of the good jobs with decent wages in 1941. In 1993, jobs are still scarce and good jobs particularly so, after more than a decade of jobs disappearing overseas. And access to jobs is still not equal.

Consequently, the 1993 30th Anniversary March will be drawing attention to that unequal access, whether the basis is gender, skin color, sexual orientation or whatever.

Randolph originally scheduled the march for July 1, 1941, in pre-World War II Washington. Declaring that the "Negroes' stake in the national defense is big," Randolph set the abolition of discrimination in the defense industry as a major goal.

Fearing social unrest during the march, President Roosevelt acceded to Randolph's request by issuing an executive order banning discrimination in the defense industry. The 1941 executive order declared, "there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color or national origin."

Roosevelt's executive order also set up a Fair Employment Practices Committee. This committee, which became known as FEPC, was to hold hearings to investigate complaints of discrimination and take action to end them by negotiation or by recommending action by the president or government agencies.

Randolph was called "the author of FEPC." The Amsterdam News, a black weekly newspaper, said he was "the nation's No. 1 Negro leader." He received numerous awards and honors. But the greatest honor Randolph won from his fight for jobs for blacks was the knowledge that he had led a revolution in the black man's economic status.

Randolph's threat of mass action pried open the iron doors for jobs. Employers who once would not hire a black now set up training and hiring programs. Black workers were turning in their brooms for positions on the assembly lines and were helping to produce the ships, planes and arms that would defeat Hitler.

The armed forces themselves, so important to America and the world, were not integrated until after the war when action was taken by Harry S Truman, also with a prod from A. Philip Randolph.

The goals and tactics Randolph devised for the march would become the same ones used later, in the civil rights struggles that Randolph continued, struggles that came into sharper focus with the Montgomery bus boycott and galvanized into the great civil rights achievements of the 1960s.

Throughout, Randolph continued to fight to turn other promises into realities. He organized and mobilized mass marches in cities across the country.

Many promises remained unfulfilled. The iron door for jobs remained closed to many; freedom had not been won; and exploitation and oppression became the norm.

So in 1963 Randolph organized the March on Washington — the culmination of a 22-year-old dream.

Norman Hill, a staff coordinator for the 1963 march who now heads the A. Philip Randolph Institute, tells some of the story:

"In a meeting of the Big Six in New York City, Randolph, Dr. Martin Luther King Jr., Roy Wilkins, James Farmer, Whitney Young and John Lewis agreed that Randolph would be chairman of the march and Randolph named Bayard Rustin organizer. Taking into account the thrust of King and other civil rights leaders, the initial focus on jobs was expanded to include freedom."

After the focus was expanded, the "Big Six" sponsors increased to the "Big Ten" to include Catholic, Jewish and Protestant groups and Walter Reuther of the UAW.

Washington had never seen anything like it. On Aug. 28, 250,000 trade unionists, civil rights activists, government officials and community and religious leaders converged at the Lincoln Memorial carrying placards reading "We March for Integrated Schools Now," "We March for Jobs for All Now" and "We Demand an End to Bias Now."

In the beginning, in 1941, Randolph had dared to say he could even get 10,000 people to march for jobs in the defense industry, just as he had "dared" to say 20 years earlier that Sleeping Car Porters could have their own union. After 1963, there were no more doubters.

In an address delivered in his quiet manner, Randolph described the marchers as "the advance guard of a massive moral revolution for jobs and freedom" and insisted "this is not the climax of our struggle but a new beginning."

And in a manner not at all quiet, Dr. King stirred the nation's soul with "I Have A Dream." Thousands were moved to tears; millions who took part through the new phenomenon known as national television, shared King's vision of his dream.

Numerous other leaders addressed the crowd. Bayard Rustin read the demands of the March, a 10-point program calling for jobs and an end to discrimination in all its forms.

Extending their commitment beyond the one-day march, marchers signed a pledge promising "to carry the message of the march to my friends and neighbors back home and to arouse them to an equal commitment and an equal effort." The crowd even recited the pledge aloud with Randolph during the March.

The fulfillment of Randolph's dream produced staggering results. Present and future generations reap the benefits of his labor.

With the Civil Rights Act pending in Congress, President Johnson and Congress had vivid memories of the march during difficult political negotiations. In the next two years, Congress passed the Civil Rights Act and the Voting Rights Act. It barred discrimination in most public places, increased the government's power to fight discrimination in the schools and required an end to discrimination in federally assisted programs.

"In many ways, the march became the high point of Randolph's career," Hill explained. "Not only did he expand his base of support, but he helped create the climate for passage of the strongest civil rights law in history."

But the struggle continues. Too many promises and dreams are unfulfilled — a job for every American, freedom of association, justice on the job, fair trade, health care for all, an end to urban bloodshed . . . much is left to do.

Union mergers seen strengthening movement

By Michael Byrne

The merger of the Food and Commercial Workers and the Retail, Wholesale and Department Store Union, approved by the unions this summer, is part of a trend that should strengthen individual unions and the labor movement as a whole.

"This merger is in the best interest of the future of the trade union movement," AFL-CIO President Lane Kirkland told the Executive Council in May, also praising efforts by the Paperworkers to merge with the Allied Industrial Workers and the unaffiliated Western Pulp and Paper Workers.

The WPPW rejected the Paperworkers merger agreement in May, while the AIW will vote on the issue Sept. 19-23 at its convention in Minneapolis.

Union conventions have been rife with merger talk all year, including a proposal by the unaffiliated, 2.1-million member National Education Association to discuss "possible establishment of a unified organization" with the AFT or other labor organizations.

AFT President Albert Shanker indicated his willingness to talk about merger and his NEA counterpart, Keith Geiger, pointed out that the two unions have moved closer on most issues. The unions already are working together on some campaigns, are jointly affiliated in some parts of the country, including Los Angeles and San Francisco, and have merged their representation in the international bodies with which they are affiliated.

A merger call was issued at the Newspaper Guild convention in Honolulu July 19-23, with delegates instructing Guild President Charles Dale to explore a merger arrangement and to make a recommendation by 1995. Merger was among a series of moves recommended by an independent study group to strengthen the union.

Merger talks between the Rubber Workers and the Oil, Chemical and Atomic Workers were put on hold as the URW planned to go to convention Sept. 20-24.

"While there was the possibility that we would bring a merger proposal to the convention, there wasn't sufficient time to iron out details that must be meshed for a viable merger," URW President Kenneth Coss said.

Meanwhile, the Locomotive Engineers and the Train Dispatchers finished a merger agreement that was authorized by members two years ago. Under the merger, effective July 16, the 2,000-member Train Dispatchers becomes a department of the 50,000-member BLE.

"Although it's too early to elaborate, I foresee more strategic alliances and mergers," said BLE President Ronald P. McLaughlin. "We'll continue seeking key partners."

The search for partnerships has translated into a rapid series of merger agreements over the past two years, including the Leather Workers with the Office and Professional Employees, the Pattern Makers and the Siderographers with the Machinists and the Coopers with the Glass, Molders and Pottery Workers. The Broadcast Employees have approved a merger with the Communications Workers, which takes effect Jan. 1, 1994.

Under their merger agreement, the 100,000-member RWDSU becomes a district council of the 1.3 million-member UFCW and will continue to be based in New York.

"The RWDSU and the UFCW have virtually identical trade jurisdictions and traditions," UFCW President William H. Wynn said, pointing out to convention delegates in July that the integration of the two unions would be gradual with the RWDSU council or its affiliates able to terminate the agreement by vote any time during the first four years.

The merger was complicated by a vote by RWDSU's Canadian locals, representing 19,000 members, to reject the UFCW merger and instead to merge with the Steelworkers. RWDSU has filed an Article XX complaint with the AFL-CIO and a similar complaint with the Canadian Labour Congress, charging the USWA with raiding its Canadian locals.

Canadian members of the Aluminum, Brick and Glass Workers expressed their interest in merger with the USWA during the ABGWU convention in Las Vegas Aug. 2-6, but the delegates took no action.

ABGWU points to the South for organizing

Las Vegas

The Aluminum, Brick and Glass Workers are looking to improve the union's organizing efforts in the South and use that achievement to improve labor's ability to win national legislative votes.

ABGWU President Ernie LaBaff, addressing the 431 delegates to the union's quadrennial convention, called for the new organizing strategy as he cited the lack of support from southern senators on S.55, the Workplace Fairness Bill, which would outlaw "permanent replacements" for striking workers.

"To be politically strong in the South we have to apply new strategies," he said. "The key is in organizing. Our union is going to point towards the South."

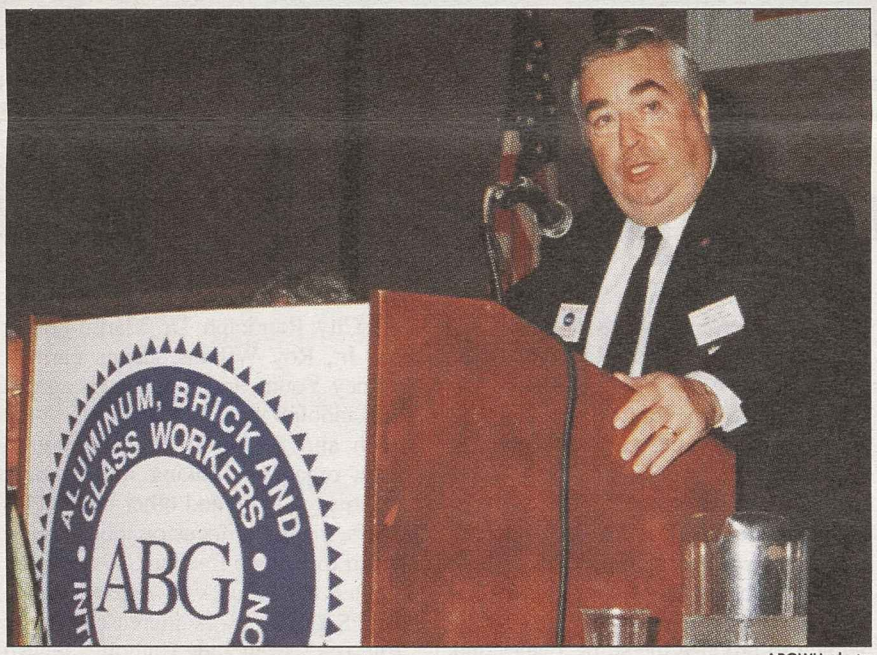
AFL-CIO Secretary-Treasurer Thomas R. Donahue, in a message to the delegates, described LaBaff as a "great champion" of the workplace fairness fight, saying he has "put his talents and yours into the cause of winning back this right of working men and women."

LaBaff said he would like to see Senate Majority Leader George Mitchell (D-Maine) get tough on filibusters, holding Republicans' feet to the fire when they choose to flout the will of the majority on issues such as Workplace Fairness.

LaBaff was re-elected to a third term in office and Secretary-Treasurer Harvey Martin was re-elected to a second term.

Meanwhile, the cry of "No NAFTA" rang through the halls of the convention, as delegates repudiated the North American Free Trade Agreement, which would worsen the loss of jobs created by employers' relocation to Mexico.

Speakers to the convention included Richard Perry, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department; Larry R. Jackson, president of the Grain Millers; Kenneth Coss, president of the Rubber Workers; Lynn Williams, Steelworkers president; Gordon Wilson, president of the Ontario Federation of Labour; Thomas B. Kemme, president of the Stove and Furnace Workers; Wilbert Robinson of the A. Philip Randolph Institute; and James Neeley, president of the Tennessee AFL-CIO.



ABGWU photo

ABGWU President Ernie LaBaff tells convention delegates that southern organizing can help labor realize legislative goals.

Iowa stresses human face of NAFTA opposition

Waterloo, Iowa

Opposition to the North American Free Trade Agreement is rooted in the need to stop companies and countries from abusing human beings, Iowa AFL-CIO President James Wengert told convention delegates.

"NAFTA would be voted down overwhelmingly if people could just see how unfairly human beings are being treated in Mexico," Wengert said.

Delegates passed resolutions opposing NAFTA as well as supporting OSHA reform, health care reform and workplace fairness. The convention also amended the state AFL-CIO constitution to extend vice presidents' terms from three to four years.

Wengert, president since 1979, and Secretary Treasurer Mark L. Smith were re-elected. Janice Laue was elected executive vice president. Newly elected board members are Midge Slater, Dale Jeter and Sandy Opstvedt.

Speakers included Sen. Tom Harkin (D-Iowa), Machinists President George J. Kourpias, AFL-CIO COPE Director Richard Walsh, AFL-CIO Region XII Director Ray Francis and Dave Nagel, former Iowa congressman.

Fisher struggle is taken up on campuses

College students across the country will create "Fisher-Free Zones" in science and medical departments, supporting the Teamsters in their campaign against Fisher Scientific.

The nationwide campaign, endorsed by the Congress of U.S. Student Associations, has been taken up by faculty senates at Rutgers, Columbia and Temple universities, which already have agreed to stop purchasing Fisher products.

Fisher Scientific, one of the world's largest medical and laboratory supply companies, locked out and replaced 77 warehouse workers who had protested company plans to raise employee health care costs by 450 percent. The workers are represented by IBT Local 810.

The college demonstrations will begin this fall. Students will ask professors and administrators not to renew contracts with Fisher because of its poor treatment of workers, said Deborah Reed, national organizing director for the AFL-CIO's Frontlash.

Activities already are being planned for the fall at Harvard University, Cornell University, University of Michigan, University of Pittsburgh, University of Connecticut and the State University of New York campuses in Albany and Stony Brook.

Frontlash activists will be on campuses to meet with students and recruit volunteers to distribute fliers calling on students and professors to "Help Fisher Scientific Discover the Formula for Justice" for its workers.

"Companies like Fisher Scientific cannot be allowed to continue to throw away workers or deny them the right to basic health care," said Jody Bardacke-Wilson, a Frontlash organizer.

Campaign shells Diamond Walnut

By James B. Parks

Organized labor's international campaign against Diamond Walnut gained new intensity as the Teamsters increased efforts to tell bakeries about the scab-processed walnuts.

Such companies as Godiva Chocolatiers and Archibald Candy Co. already have stopped using Diamond walnuts in their candies.

Now the Teamsters are moving to expand that success. The IBT bakery conference will ask its members who work for companies that use Diamond walnuts to circulate petitions and present them to management.

The petitions will alert other managers to the unfair labor practices of Diamond that provoked Godiva and Archibald to stop using Diamond products.

Diamond Walnut is part of the Fortune 500 Sun Diamond Co. and supplies about 50 percent of the walnuts used annually in the United States. But 40 percent of the annual crop is exported and the company is the chief beneficiary of federal subsidies.

"Teamster members have supported their sisters and brothers at Diamond Walnut throughout the boycott campaign," said IBT President Ron Carey. "Now Teamsters and other union supporters will escalate the pressure on Diamond. They'll take a stand on the job by asking their employers to stop giving business to a company that permanently replaces workers who are trying to negotiate fair wages, benefits and working conditions."

The action by the Teamster division comes after some of the workers began a rolling "Fast for Justice" in July that will last until Diamond Walnut agrees to let them return to work.

For almost two years, more than 500 mostly women and minority members of IBT Local 601 have been trying to reach a settlement with the Stockton, Calif., company that would allow them to return to the jobs that many of them held for more than 20 years.

The struggle began eight years ago when workers agreed to a 30 percent wage cut to save the company from bankruptcy. After Diamond rebounded and returned to profitability three years ago, the company demanded more concessions, including major cutbacks in health care benefits. The workers walked out in September 1991 and were "permanently replaced."

The AFL-CIO Executive Council Aug. 3 called for all U.S. school districts and other public bodies to stop using foods that contain Diamond walnuts.

In another action, Karen Nussbaum, director of the U.S. Department of Labor Women's Bureau, conducted a fact-finding mission about the company's practices towards its women and minority workers who were replaced. She planned to meet with strikers, management and members of the California Walnut Commission.

In a show of international solidarity, a British teacher won a trip to Disneyland as the winner of a British Trades Union Congress contest to write a jingle about the Diamond Walnut strike. The TUC and other unions have urged European merchants and consumers not to buy Diamond walnuts.



Cynthia Zavala: Fasting Diamond Walnut striker.

China assailed after ousting unionist Han

Chinese trade union leader Han Dongfang was detained, beaten and physically thrown across the border into Hong Kong when he tried to re-enter China, prompting an official protest from the U.S. government.

The AFL-CIO denounced the action in a letter to Chinese Premier Li Peng and urged the U.S. government to oppose China's bid to host the Summer Olympic Games in the year 2000.

Han, a hero of the 1989 Tiananmen Square democracy movement, had just returned to China after 10 months of medical treatment in the United States for the tuberculosis he contracted during 22 months in Chinese prisons.

The Chinese government claimed that Han had broken a promise not to engage in activities "against the Chinese constitution" or that would "damage the national interest."

The AFL-CIO noted that Han's activities in the West included accepting the prestigious Democracy Award from the U.S. National Endowment for Democracy, meeting with President Clinton and Secretary of State Warren Christopher, and attending the U.S. Conference on Human Rights in Vienna and the International Labor Organization conference in Geneva.

In a speech in July, Han said he planned to work peacefully within Chinese law to bring about change.

"We can do a lot of things without breaking Chinese laws," he said, "but the first thing we must do is educate Chinese workers about internationally recognized labor laws."

In a letter to Christopher, AFL-CIO President Lane Kirkland noted:

"His brutal treatment at the hands of the Chinese authorities came only three months after he underwent major lung surgery to treat the TB they intentionally exposed him to. It is another item in a long and growing list of gross human rights violations and should not go unanswered."

Kirkland urged the Clinton administration to oppose China's bid to host the 2000 Summer Olympics in Beijing and to make plain that any additional rights infringements would result in the revocation of China's most-favored-nation trading privileges.



Steve Yarmola/AFL-CIO News

Mario Chanes, right, meets with Cuba Committee Chairman Jay Mazur and AFL-CIO President Lane Kirkland.

Clinton urged to continue Cuban embargo

By Muriel H. Cooper

The 30 years he spent as a political prisoner in Cuban jails were not wasted, Mario Chanes de Armas said. "I did what I had to do. To do anything else would have aided in the oppression of our people."

After a hero's welcome in Miami, the 65-year-old former leader of the Cuban Brewery Workers visited Washington to meet with President Clinton and AFL-CIO President Lane Kirkland, thanking the AFL-CIO for its support and pledging to continue the fight.

"If I had to do it all over again, I would," he said through a translator. "I am an old man now and might not make it another 30 years, but I would do it. I have dedicated my life to liberating my country."

Chanes urged Clinton to continue the trade embargo against Cuba, saying anything else would "extend a helping hand to the oppressor."

He discussed "the reality of living in Cuba," the poverty there and the tactics that Fidel Castro uses on Cuban citizens.

"This is a government that maintains ferocious control over the people," Chanes said. "In Cuba dissidents are terribly persecuted."

After his release from prison two years ago, Chanes said he talked to hundreds of working people. "If dissidents are those who don't agree with the government of Cuba, then the entire population, except for a small percentage of those who rule, are dissidents," he said.

> *"If dissidents are those who don't agree with the government of Cuba, then the entire population, except for a small percentage of those who rule, are dissidents."*
>
> — Mario Chanes

In a statement after meeting with Chanes, Clinton described the former political prisoner as "a living testimony to the unbending will to strive for liberty and dignity. Our meeting is a symbol to those brave Cubans who remain in prison on political charges or who struggle daily, risking their lives, for the twin causes of human rights and democracy."

"Our message to these courageous people is simple: the United States will not rest until all of the peoples of this hemisphere enjoy the fruits of freedom and democracy," he said.

Chanes is the last of the historic "plantados," who refused to be indoctrinated or to wear prison uniforms in defiance of the totalitarian Castro regime, spending half of his prison term naked.

Explaining his defiance, Chanos said, "I'm not a prisoner in my own land. Castro is."

Chanes rejected the communist government after helping Castro come to power. He was charged with plotting to assassinate Castro, a charge he always denied.

The AFL-CIO and its Labor Committee for a Free Cuba mounted an international campaign to free Chanes and other political prisoners, including Ernesto Diaz, who was freed after 23 years in prison, and Rafael Gutierrez, president of the Trade Union of Cuban Workers who has been held for the past six months.

Diaz now is an international representative of the Cuban Labor Council, lecturing worldwide on human rights. He recently published a book of poetry, which he began writing "to maintain my sanity" while in prison.

Jay Mazur, president of the Ladies' Garment Workers and the new chair of the Labor Committee for a Free Cuba, praised Chanes and Diaz, saying that "their only crime was to oppose Castro." He declared the committee's work a success, since its original mission essentially was to get Diaz and Chanes out of Cuba.

"But it is a certainty that Castro is close to the end of his career," Mazur said. "The question now is how will the transition from Castro to a democratic society take place."

Besides meeting with Clinton, Chanes also met with several members of Congress and attended a roundtable discussion co-sponsored by the AFL-CIO American Institute for Free Labor Development and Freedom House.

Jobless rate fall belies shortage of good jobs

By John R. Oravec

Non-farm payrolls grew by 162,000 in July as the nation's unemployment rate eased below the 7 percent mark to 6.8 percent, the lowest level in almost two years.

Most of the growth came in lower-paying services jobs and temporary employment, while better-paying manufacturing jobs continued to decline, according to the Bureau of Labor Statistics.

The services sector added 79,000 jobs, the wholesale and retail trade industries added 50,000 jobs, but factory payrolls dropped by 13,000 — the fifth consecutive monthly decline. Meanwhile, the number of workers in part-time jobs because they could not find full-time work rose by 80,000.

Although the construction industry added 24,000 workers, the jobless rate in the building trades rose by more than a point to 16.8 percent as more workers sought jobs than were available. The jobless rate in manufacturing remained at 7.4 percent, while edging down in the services sector to 6.1 percent.

The movement toward lower-paying jobs seen in the July BLS report reflected the long-running pattern of the changing employment situation.

Over the past year, factory workers lost 314,000 jobs, while payrolls in services grew by 1.1 million. The BLS data showed that weekly factory wages averaged $481.75 last month, compared with $348.99 in services. That is a difference of more than $130 a week.

Despite the 162,000 gain in non-farm payrolls to 110.3 million, 16.5 million workers were unemployed or underemployed in July. Officially, 8.8 million jobless workers were actively seeking jobs and not finding them. Another 1.2 million workers have dropped out of the labor force for the lack of available jobs and 6.5 million others were in part-time jobs for economic reasons.

Because of strict eligibility rules, less than half of the official jobless were drawing unemployment benefits in July, including 2.7 million under regular state insurance coverage and 1.4 million under the federal emergency compensation program.

BLS said that about half of the officially jobless were unemployed around eight weeks. But the number of workers jobless for 15 weeks or longer increased by 188,000 last month to 3 million.

AFL-CIO economist Bill Cunningham noted that overall job growth has been weak ever since the Bush recession hit bottom 28 months ago.

Since that time, only 1.9 million jobs have been created, Cunningham pointed out. That compares with an increase of 6.3 million jobs in the 28 months following the 1975 recession and a gain of 8.1 million jobs over the same period following the 1982 recession.

Nine major industrial states posted jobless rates above the national average in July. California, with a rate of 9.2 percent, was the highest. It was followed by New York, 7.5 percent; Michigan and Pennsylvania, 7.3 percent; Illinois and Texas, 7.2 percent; Florida, 7 percent; and New Jersey and Ohio, 6.9 percent.

In other economic reports:

- With imports soaring to an all-time high, the nation's foreign trade deficit shot up to $12.1 billion in June, the worst imbalance since October 1987.

The Commerce Department reported that U.S. exports declined 3.3 percent from May to $37.6 billion while imports rose 5.1 percent to a record $49.7 billion.

Exports to European markets dropped sharply over the month, wiping out a May surplus and running up a $1.7 billion deficit in June. Imports from Pacific Rim countries continued to climb. The deficit with Japan widened 15.5 percent to $4.3 billion, accounting for more than a third of the total trade shortfall. The next largest deficit was with China, rising 11 percent to $2 billion.

Economists calculate that for each $1 billion in trade deficit, 25,000 U.S. jobs are wiped out.

- Industrial production — the combined output of U.S. factories, mines and utilities — rose 0.4 percent in July after slight declines in May and June.

Despite the two previous downturns, the Federal Reserve reported that the July advance put the index 3.5 percent higher than a year ago.

Manufacturing output edged up just 0.2 percent over the month, but increased demand for electricity — with air conditioners running overtime in hot weather — pushed up the output of utilities 3.3 percent. Mining production declined 0.3 percent as the Mine Workers expanded their strike against coal mine operators.

The overall gain in factory output came despite another drop in auto production, the third monthly decline in succession, as automakers prepared for early model changeovers.

- Productivity in non-farm industries declined at an annual rate of 2.5 percent in the second quarter, despite a 5 percent advance by factory workers.

The Bureau of Labor Statistics data showed that real hourly compensation declined 1.3 percent during the April-June period as unit labor costs rose 4.2 percent. While output rose 1.7 percent, hours increased by 4.3 percent.

The productivity gains in manufacturing came with a 1.7 percent rise in real hourly pay with a 2.2 percent drop in hours, as well as a 0.3 percent decline in unit labor costs.

The performance was even stronger in the durable goods sector with productivity advancing 7.1 percent as hours declined 3.3 percent, real pay rose 1.5 percent and unit labor costs dropped 2.5 percent.

Despite overall declines in the first and second quarters of the year, productivity in the non-farm sectors was 0.4 percent above June 1992, the BLS data showed.

- Housing starts fell 2.7 percent in July even though new home sales jumped 11 percent in June, the Commerce Department reported.

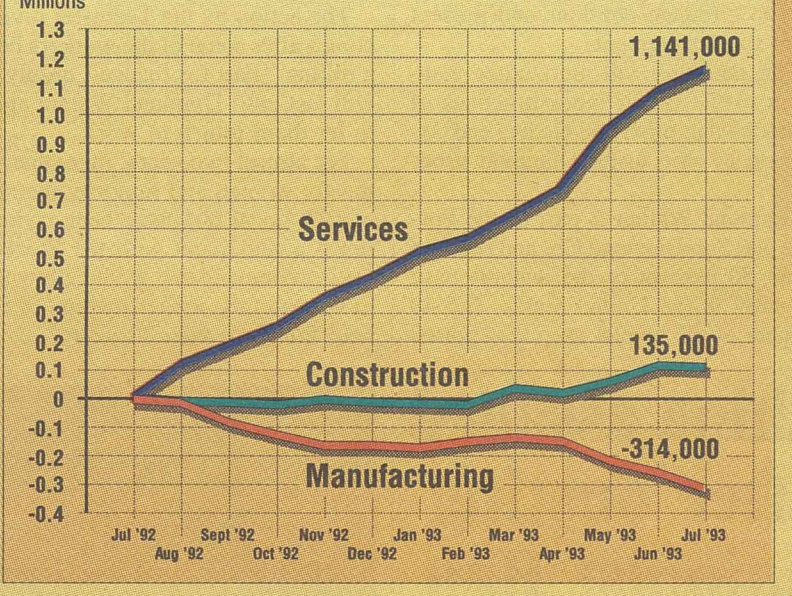
Construction of houses and apartments dropped to an annual rate of 1.21 million units with declines in the Midwest and West offseting slight gains in the Northeast and South.

But with mortgage rates at 20-year lows, analysts predicted a rebound in housing construction in coming months.

Significant statistics

Changing Employment

As manufacturing loses, services gain



The lower-paying services sector added some 1.1 million jobs over the last 12 months, while manufacturing payrolls were slashed by more than 300,000. Data from the Bureau of Labor Statistic show that factory workers were earning $130 more a week than service industry workers in July. And although there has been a 135,000 increase in higher-paying construction jobs over the past year, the unemployment rate for building trades workers was 16.8 percent last month.

Unemployment rate
July 6.8 percent

Consumer prices
July CPI-W +0.1 percent

Real earnings
July +0.4 percent

Industrial production
July +0.4 percent

Housing starts
July -2.7 percent

AFL-CIO NEWSGRAFIC

Workers enjoy momentary respite from inflation's bite

With consumer prices inching up only slightly in July, workers were treated to the lowest three-month rate of inflation since 1986.

The Bureau of Labor Statistics reported that the consumer price index for urban wage earners (CPI-W) rose 0.1 percent last month, after holding steady in June and rising just 0.1 percent in May.

Retail prices have leveled off in recent months after climbing at a seasonally adjusted annual rate of 4.3 percent in the January-April period. But from May through July, inflation slowed to an annual rate of 0.8 percent. The price index rose 2.9 percent in 1992.

In a related report, BLS said real weekly earnings of production workers rose 0.4 percent in July, stemming from a 0.3 percent increase in hours on the job and a 0.2 percent rise in hourly pay after adjustment for the 0.1 percent rise in the price index.

So far in 1993, real weekly pay has risen in four of the seven months, including a 1.2 percent gain in May and a 1 percent drop in June. Despite the moderating inflation rate, real wages are just 0.3 percent ahead of July 1992.

But the purchasing power of workers continues to lag behind inflation over the longer term, AFL-CIO economist Anne Draper pointed out. After adjustment for the rise in consumer prices, real weekly pay last month was 6.7 percent below July 1983, Draper said.

Food and beverage prices edged up 0.1 percent in the July CPI-W, while energy prices declined 0.1 percent.

But surging medical care costs continued to lead the index, rising 0.4 percent over the month, and were 6 percent higher over the year.

BLS said medical care commodities — prescription drugs, non-prescription drugs and supplies — rose 0.6 percent in July, while the cost of services — from professionals and at hospitals — rose 0.3 percent.

The BLS grocery store food index was unchanged in July after declining in June.

Prices at the gas pumps declined 0.4 percent over the month and were 4.9 percent below a year ago. But public transportation fares jumped 1.5 percent in July.

— John R. Oravec

Newsmakers

Several AFL-CIO Executive Council members were on hand to help welcome **Pope John Paul II** to Denver. Presidents **Morton Bahr** of the Communications Workers, **Moe Biller** of the Postal Workers, **Arthur A. Coia** of the Laborers, **Gerald W. McEntee** of AFSCME, **Vincent R. Sombrotto** of the Letter Carriers and **Lynn R. Williams** of the Steelworkers were guests of **President Clinton** during welcoming ceremonies.

Five women have joined the Industrial Union Department's executive council. The 25-member council was expanded to 30 to include: **Susan V. Cowell,** vice president of the Ladies' Garment Workers; **Barbara J. Easterling,** secretary-treasurer of the Communications Workers; **Carolyn Forrest,** vice president of the UAW; **Gloria T. Johnson,** vice president of the Electronic Workers; and **Lenore Miller,** president of the Retail, Wholesale and Department Store Council of the Food and Commercial Workers. Johnson and Miller are members of the AFL-CIO Excecutive Council.

Gerald M. Shea has been appointed by AFL-CIO President **Lane Kirkland** to direct the federation's employee benefits department. Shea, 47, has been assistant for government affairs to Service Employees President **John J. Sweeney,** who chairs the AFL-CIO health care committee. Shea joined SEIU as an organizer for hospital workers in 1972. He replaces **Karen Ignagni,** who becomes president of Group Health Association of America in September.

Michael S. Perry was elected executive director of the Jewish Labor Committee. Perry, who served as assistant director of the JLC for six years, succeeds **Martin Lapan,** who announced his retirement.

Bernard E. DeLury, director of the Federal Mediation and Conciliation Service for the past three years, has been named labor relations vice president for AT&T. DeLury, previously a vice president for labor relations at Sea-Land Corp., was a member of the Lathers union when named an assistant secretary of labor, where he served from 1973-1977.

UAW Secretary-Treasurer **Bill Casstevens** was appointed to the board of directors of Navistar International Corp., a condition of the recent retiree benefits settlement between the union and the company. Casstevens will serve a one-year term.

The National Right to Work Committee has egg on its face after asking Minnesota state **Rep. Mary Murphy** to help sustain a veto on legislation requiring arbitration on first contracts. In a letter to the anti-union group, Murphy said it was a "little much" to ask her to sustain a veto on a bill she authored.

Unions are applauding President Clinton's nomination of actress **Jane Alexander** to head the National Endowment for the Arts. Alexander, who may best be remembered for her Emmy award performance in television's "Playing for Time," has appeared in numerous Broadway plays, movies and several TV mini-series. If confirmed by the Senate, she will be the first working artist to head the agency.

On-air comments May 22 by Tonight Show host **Jay Leno** praising unions, and particularly the union crew that puts his NBC-TV show together, gained a special plaudit from **Ted Rubin,** business representatives for the Stage Employees' Scenic and Title Artists Local 816. "We are refreshed by your comments and deeply appreciative that you chose to share them with your viewership in 4.2 million homes across the United States," Rubin wrote.

AWARDS

The Federal Mediation and Conciliation Service has presented a certificate of recognition to representatives of the Oil, Chemical and Atomic Workers Local 8-2 and Maryland Specialty Wire Inc. The award praised the development of a labor-management partnership aimed at improving understanding, communications, mutual trust and joint problem-solving.

Pat Lehman, president of the Wichita, Kan., AFL-CIO, was honored by the city chapter of the A. Philip Randolph Institute, the state Democratic Party, the mayor and the governor — all in the month of July. Lehman, who joined the labor movement in 1965 as a member of Machinists Local 733, was honored by APRI for her years of service to her community at a testimonial dinner. In an additional tribute, the mayor and governor proclaimed July 31 as Pat Lehman day.

AFL-CIO economist **John Zalusky** will receive the 1993 Nat Weinberg Award in recognition of his outstanding research work for the federation. The award is given by the Wayne State University Archives of Labor and Urban Affairs, headed by former UAW President Douglas Fraser, and is named after a former UAW research director.

The Texas Labor Archives at the University of Texas at Arlington Libraries received this year's John Sessions Memorial Award. The award, sponsored by the AFL-CIO, is given to a library or library system in recognition of work with the trade union community. It is named after a former assistant director of education at the AFL-CIO.

DEATHS

Raymond T. McKay, 68, a founder and 36-year president of the Marine Engineers District 2, the American Maritime Officers affiliate of MEBA, died Aug. 9 from heart failure in Miami.

McKay helped organize what was then called the Brotherhood of Marine Engineers in 1949, rising from a representative to the director of the pension and welfare fund and finally to president in 1957. He also served as president of the Greater South Florida Maritime Trades council.

McKay is credited with winning fully paid health insurance, pension entitlements after 20 years of work, college scholarships for the children of union members, and training and licensing programs for promotions.

He is survived by his wife, the former Frances Kelly; three sons, Michael, Thomas and Robert; a daughter, Celia Ann Rebadow; a brother, Donald; 15 grandchildren and four great-grandchildren.

Tom Pitarys, president of the New Hampshire AFL-CIO for 30 years, died July 30 in Nashua N.H. He was 80.

Pitarys, who served as president of the state CIO before merger, also was a vice president of the Clothing and Textile Workers until his retirement in 1980.

He is survived by his mother, Catherine; wife Gertrude; two sons, James and Nicholas; five grandchildren; a great-grandchild; four brothers, Stylianos, Spiros, Matthew and Alexander; and three sisters, Evangeline, Alice and Helen.



Alan Bosch/AFL-CIO

Volunteers Jim Weaver of the Fire Fighters and Greg Donlon of the Transportation Communications Union conduct Labor Merit Badge sessions at the Boy Scout Jamboree.

Labor finds eager audience at 1993 Boy Scout Jamboree

Thousands of boys got first-hand knowledge about the labor movement when they attended the 1993 National Jamboree of the Boy Scouts of America, courtesy of the AFL-CIO Community Services Department.

Nearly 400 Boy Scouts earned the American Labor Merit Badge while at the week-long encampment at Fort A. P. Hill in Virginia.

The union member staff at the labor booth on the Merit Badge Midway, led by Community Services Representative Alan Bosch, handed out nearly 10,000 Union Yes buttons with the Boy Scout logo and the date of the encampment. The button became an instant collectible and trade item among the 32,000 scouts attending the jamboree.

To earn the Labor Merit Badge, a Boy Scout must complete 10 requirements that include learning about the history of the labor movement and its leaders, worker protection laws and other achievements of organized labor, as well as some fundamentals about economic relationships among labor, business and government.

The staff also conducted discussions about so-called "right-to-work" laws with the boys, many of whom resided in states with laws that deny workers a right to union security clauses in their contracts.

Videotapes from the AFL-CIO library covered the historical requirement and the staff also used a video of a union meeting from Iron Workers Local 40 in New York City.

The union staff included Tony Dunn, executive board member of IBEW Local 1900 in Washington; Greg Donlon of the Transportation Communications Union; R. Victor Stewart of Newspaper Guild Local 34; and James Weaver of the Fire Fighters in Topeka, Kansas.

The American Labor Merit Badge was started seven years ago after negotiations between the AFL-CIO and the Boy Scouts with the goal of teaching the Scouts the positive aspects of organized labor. Creation of the badge was vigorously opposed by The National Right to Work Committee.

Boy Scouts can earn the merit badge by working with an individual counselor, but several local central bodies across the country have put on one-day clinics to teach several boys at the same time. One of every four scout leaders is a union member.

Union members interested in becoming a Labor Merit Badge counselor should contact their local Boy Scout troop.

Resources

The **National Labor Relations Board** has relocated its headquarters to 1099 14th St. N.W., Washington, D.C. 20570-0001. The new telephone number is 202/273-1000.

CONFERENCES

Women, Minorities and White Collar Workers: Organizing for the Future, cosponsored by the AFL-CIO Departments for Professional Employees, Civil Rights and Organization and Field Services, will be held at the San Francisco Hilton Friday, Oct. 1 from 9 a.m. to 1 p.m. Registration is $25. For more information, call Pamela Wilson at 202/638-0320.

The Labor Heritage Foundation has announced the following labor arts festivals: **Pacific Northwest Workers Heritage Festival** in Seattle, Wash. on Sept. 4 and 5; **Rhode Island Ethnic and Labor Heritage Festival** in Pawtucket, R.I. on Sept. 5; **Solidarity Labor Jam** in Granite City, Ill. on Oct. 16; and **Western Workers Labor Heritage Festival** in San Francisco Jan. 15 through 17, 1994.

AUDIO-VISUAL

Two new videos spotlighting two of labor's major legislative campaigns — **The True Cost of NAFTA** and **Fighting For Workplace Fairness** — are available from the Labor Institute of Public Affairs. The cost is $7.50 for VHS and $25 for 3/4-inch. LIPA also has produced five new 30-second Union Yes radio spots, focusing on family leave, workplace safety, the eight-hour day, paid vacations and other benefits that unions have won for all workers. Cassettes cost $5 and reel-to-reel $25. Contact LIPA Catalog, 815 16th St. N.W., Suite 206, Washington, D.C. 20006. Unions interested in bulk orders should contact LIPA directly for discount pricing and distribution options.

Flood heroes do their jobs, and then some

By Sharolyn A. Rosier

Trade unionists have been major players in relief efforts during the Flood of 1993. Some have risen to the level of heroes, saving lives, providing hope and even helping the nation's economy.

This is the story of four such heroes — a railroad signalman in Omaha, Neb., an unemployed Sheet Metal Worker in St. Louis, a Fire Fighter in St. Joseph, Mo., and a police officer in Toledo, Ohio.

Tommy Lightfoot probably saved the lives of two crewmen, the cargo on a 14,000-ton coal train and the only open east-west rail line.

Vigilance in the rain

Tommy Lightfoot, a Transportation Communications Local 763 member and chief dispatcher in Omaha, probably saved the lives of two crewmen, the cargo on a 14,000-ton coal train and the only open east-west rail line.

After working a 12-hour shift in the pouring rain on Saturday, July 24, Lightfoot noticed a 75-foot to 100-foot section of dirt fill slipping away beneath the tracks, leaving little support under one of the two main lines. His vigilance averted a train derailing with likely fatalities and serious injuries, which would have closed the only east-west line not blocked by flood waters.

"I happened to have my cellular phone with me so I called back to let the dispatching center know what was happening," said Lightfoot. "Then I tried to flag approaching trains, but crews thought I was just a guy with a cellular phone."

Fortunately, as the coal-loaded train approached, the dispatch center alerted conductor Dennis Cooper and engineer Bill Hunt by radio. Once the train was brought to a halt, Cooper and Hunt sprinted from the train fearing that it would roll over.

"At a high speed, the train would have derailed," Lightfoot explained. "The train could have plunged down a 40-foot embankment near the intersection of two busy suburban streets."

Working to help others

Harry H. Hahl Jr. didn't let a 12-month skein of unemployment get him down. He also has shaken off the effects of a 1989 brain tumor that left him blind in one eye to make a 90-minute trek daily to work at an American Red Cross warehouse in St. Louis.

Hahl, a member of Sheet Metal Workers Local 36, emphatically believes that "this is better than sitting around the house watching everybody else do the work."

"He works seven days a week, 10 hours a day," said Ruth Trowbridge, AFL-CIO community services liaison. "He's in charge of the truck drivers in the warehouse and schedules all delivery runs for them. He's just unbelievable."

Pointing to the needs of people who go without everyday, Hahl said, "It's weird that it takes a disaster to bring people together. It seems like there is a different hold on people during disasters but people should help each together like this all the time."

"I've been through two surgeries and I have acromegaly, but helping people out for the past six weeks has been great," Hahl explained.

Men of action

Like Lightfoot and Hahl, Edward Wildburger is a man of action. Working 16-20 hours a day since June 28, the president emeritus of Fire Fighters Local 77 is in charge of emergency management for St. Joseph, Mo. When flooding was imminent, Wildburger immediately began organizing all city departments.

"Whenever an emergency developed I had to direct people to the right department, whether it be transportation, utility or public safety," said Wildburger. "One night we almost had a power outage but we stopped the water before it got in."

Wildburger's emergency management has been so successful that officials in Elwood, Kan., asked him to write an evacuation plan. "I am now helping both cities get federal emergency funds and also helping the American Red Cross," he said.

Fearing flight by some employers in the area, Wildburger persuaded the Corps of Engineers to begin constructing a new levee.

"We'll be looking at changes in the emergency management plan," Wildburger explained. "Some parts of the current plan must be changed to include those occurrences we had not anticipated."

Police to the rescue

With supplies and household items severely needed by flood victims, Officer D. Michael Collins, president of Police Association Local 10 in Toledo, Ohio, gathered enough support to send two 40-foot semi-trailer trucks full of emergency supplies to Hannibal, Mo.

Collins said the union originally called the governors' offices in Illinois and Missouri to find out where the aid was needed most. But after several unsuccessful attempts to get the information it needed, the union decided to focus on a single town needing help.

Hannibal was chosen "because the name conjured up images of Mark Twain, Huckleberry Finn and so much of American legend." The flood had driven 10 percent of Hannibal's 18,000 population from their homes and businesses.

Collins contacted the Hannibal Police Department and relief coordinators to determine that cleaning supplies, first aid materials and non-perishable food products were in greatest demand.

Seaway Food Town pledged its support by placing bins in stores to collect needed items. Within a week, citizens filled the two semi-trailer trucks with relief supplies ready to depart for Hannibal. The Police Command Officers Association also joined the effort.

"This endeavor marks a unique cooperative effort on the part of labor and management joining hands with the rest of their community in assisting people stricken by tragedy," said IUPA President Robert B. Kliesmet.

VOLUME 38, NUMBER 18
AUGUST 23, 1993

AFL-CIO NEWS

INSIDE

1 ***Side agreements can't save NAFTA***
The AFL-CIO will "vigorously oppose" the North American Free Trade Agreement after defective side accords on labor rights and environment failed to allay the concerns of working people.

1 ***PATCO ban lifted, ending bitter saga***
The Clinton administration's removal of the ban on the hiring of air traffic controllers who struck in 1981 ended "a sorry chapter in U.S. employment history."

3 ***Health plan moving in right direction***
President Clinton pointed the nation in the right direction when he outlined his health care reform plan to the nation's governors, the AFL-CIO said, predicting a tough battle ahead.

3 ***Labor Day events reflect new spirit***
There is a sense that workers' issues count in this year's Labor Day celebrations as working families have the opportunity to end gridlock and win the change they voted for in 1992.

8 ***Mergers building stronger unions***
The merger of the Food and Commercial Workers and the Retail, Wholesale and Department Store Union is the latest in a string of consolidations that should strengthen the labor movement.

9 ***Chanes urges Clinton to continue embargo***
After a hero's welcome in Miami, Mario Chanes de Armas thanked the AFL-CIO for its support and urged President Clinton to continue supporting opposition to Castro.

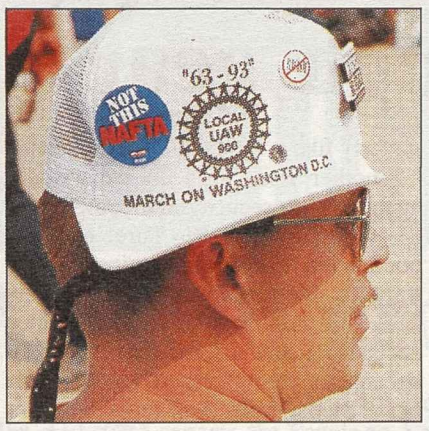
UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

8/23/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS



Labor takes a host of important issues to Capitol Hill as Congress returns to a full agenda. **Page 3.**

VOLUME 38, NUMBER 19 SEPTEMBER 6, 1993

'No NAFTA' cry goes out across the land

By John R. Oravec

No NAFTA. That is the clear message this Labor Day as union members across the country began stepping up an all-out campaign to convince Congress to reject the North American Free Trade Agreement.

Underscoring labor's opposition to the flawed trade deal, AFL-CIO President Lane Kirkland told reporters that NAFTA is ''a poison pill left over from the last administration.''

Although President Clinton has chosen to pursue it with the negotiation of side accords, Kirkland said the trade proposition remains the same: ''It is deeply detrimental to the best interest of this country and to working people generally. We will oppose it with everything we have.''

Kirkland described the newly negotiated side provisions on NAFTA as ''a bad joke.'' He said ''they create a Rube Goldberg structure of committees — all leading nowhere.''

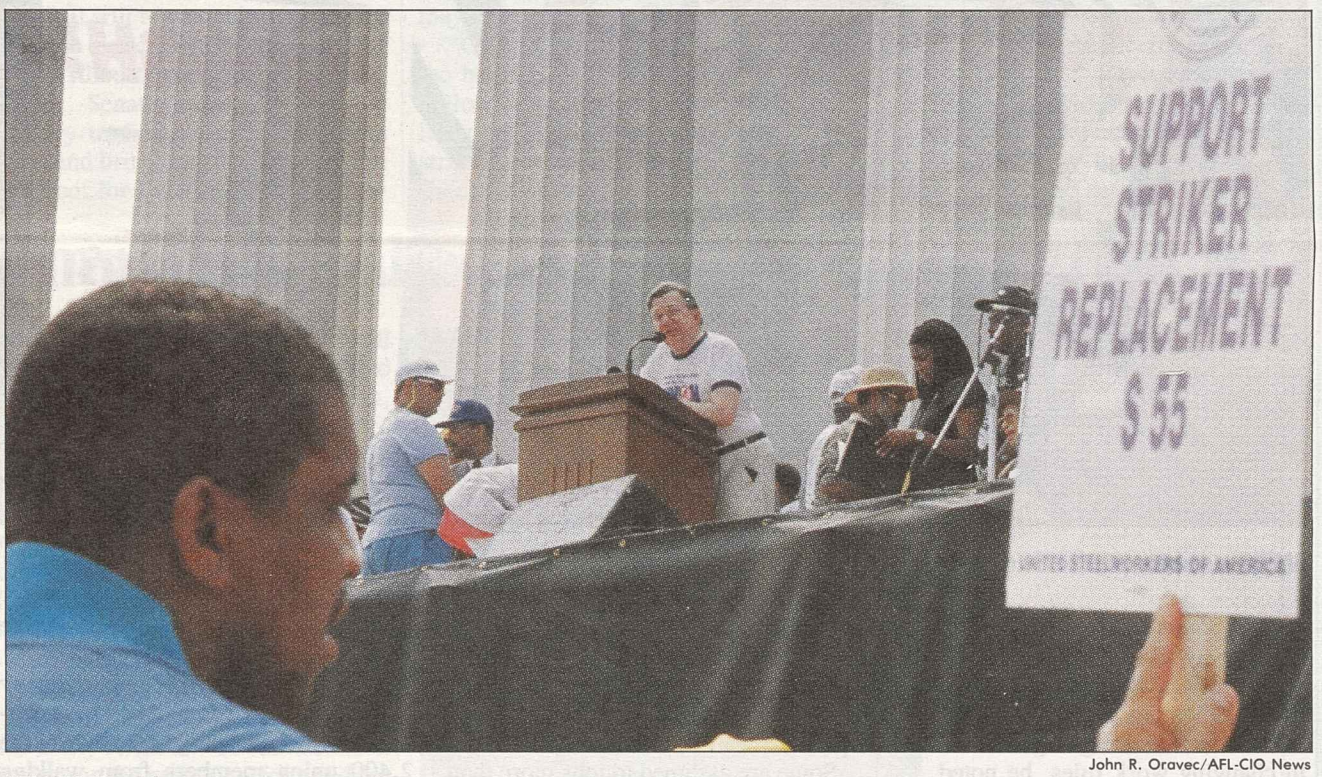
An analysis by the federation's Task Force on Trade found that the labor provisions in the side accords would effectively undercut existing remedies under U.S. trade law on the right of workers to organize and bargain collectively. The task force report warned that NAFTA would cause the loss of hundreds of thousand of American jobs and depress U.S. wages. **(See story, Page 8.)**

''So far as the labor provisions are concerned,'' Kirkland said, ''they carefully omit any aspect of the problems of advancing the conditions and the wages of people south of the border.''

A draft of NAFTA implementing legislation is expected to be introduced in the House this month to start a 90-day legislative clock ticking, during which Congress must vote up or down on the proposal without amendments.

The measure is facing strong opposition from top-ranking Democrats in the House, including Majority Leader

Continued on Page 8



John R. Oravec/AFL-CIO News

AFL-CIO President Lane Kirkland addresses workers' concerns at the 30th Anniversary March on Washington.

Unions answer the call for civil rights

By James B. Parks

Union members by the tens of thousands raised their voices in the 30th Anniversary March on Washington and called on government to do its part to ensure economic opportunity for all Americans.

More than 60,000 trade unionists came to Washington Aug. 28 in about 1,200 buses, some from as far away as Texas, according to Al Williams, who coordinated the federation's transportation for the march. Many thousands more came by plane, train and car. They were part of a crowd of some 150,000 who joined in the call for justice.

A team of union members carried the official banner at the front of the march, which was led by AFL-CIO President Lane Kirkland and such civil rights leaders as Coretta Scott King, NAACP Executive Director Dr. Benjamin Chavis, Rev. Jesse Jackson and Rev. Joseph Lowery, president of the Southern Christian Leadership Conference.

The trade unionists marched for passage of S.55, the Workplace Fairness Bill, which would ban the ''permanent replacement'' of striking workers, as well as for national health care reform and reform of the Occupational Safety and Health Act. They also marched against the North American Free Trade Agreement, which would take jobs away from the United States, drive down wages and have no benefit for Mexican workers.

There were striking Mine Workers from Pennsylvania, involved in a four-month walkout against the nation's coal operators. Jane Weaver's husband is one of them. ''We wanted to come show support for our guys,'' she said. ''If the mines shut down, our towns will be ghost towns.''

Jobs and health care were on the minds of some members of Food and Commercial Workers Local 400, commercial fishermen from Reedsville, Va., on the Chesapeake Bay, who have been ''permanently replaced'' after striking their employer, Zapata-Haynie, over health benefits.

For Baltimore Steelworker James Rodgers, it was simple: ''We came for solidarity.''

''The labor movement marches today for the same ideals and aspirations that have brought working people into the streets for generations,'' Kirkland told the marchers.

''Today, we return in unity to raise one voice — a voice against hate, against greed, against persecution and prejudice — a voice urging our government to get on with the task of bringing jobs to the people, peace to our neighborhoods and to our streets, and justice to all.

''We have demands. Full employment. Opportunities and hope for our young people. Health care for all. And a trade policy that will uplift human standards rather than undermining them,'' he said.

Barbara Taborn Driggins of UAW

Continued on Page 6

Kirkland: Labor poised for the future

Optimism prevails on Labor Day '93

By Colleen M. O'Neill

Labor seeks a renewed, strengthened role in the changing American workplace, and is creating new ways to get the job done, AFL-CIO President Lane Kirkland told reporters during a Labor Day roundtable.

Labor's solidarity, like its receptivity to new ways of doing things, today ''far exceeds anything in my experience,'' he said. ''I believe that augers well for the future of the labor movement. Throughout our history, the prospects of the labor movement depends on its own resources and what it does. Nothing's ever been given to us from outside.''

Kirkland said he is optimistic, with the advent of the Clinton administration, that labor can achieve its goals for national health care reform, reform of the Occupational Safety and Health Act and passage of the Workplace Fairness Act, which would ban ''permanent replacement'' of strikers.

He told reporters that labor would do whatever it takes to bring down the proposed North American Free Trade Agreement, helping to move the nation in a new direction, toward expanded trade based on ''higher standards rather than the exploitation of working people.''

Asked if labor would have to ''parcel out its resources'' because NAFTA and health care reform are both on the docket this fall, Kirkland said, ''we'll go for broke on both.''

''I think it would have been much better if we were able to concentrate in a positive way on committing our maximum resources to advancing health care reform,'' he said. ''But that ap-

Continued on Page 12

UAW, Big Three talks shift into high gear

By James B. Parks

Health care, job security and pensions will be the top issues as talks begin between the UAW and Ford Motor Co., the union's bargaining target, on a new three-year contract.

The company made health care an issue by demanding drastic cuts in wages and pensions and significant increases in health care costs, particularly for new workers. But UAW President Owen Bieber said hourly workers should not have to pay more for health care.

''Past negotiators gave up a lot to get these benefits and we're not going to just give them back,'' he told an Aug. 30 press conference.

UAW's contracts with Ford and the other Big Three automakers expire Sept. 14. About 100,000 workers are covered by the Ford contract. Another 300,000 UAW members work at General Motors Corp. and 62,000 at Chrysler.

Bieber said he expects to reach a settlement in a timely fashion, but the agreement will be the best for all UAW members. ''In selecting Ford, we knew we had to reach an agreement that keeps in mind the interest of all our members, including those at the other Big Three companies,'' Bieber said.

''This is not an agreement just to deal with Ford issues. It's an agreement to deal with the auto talks issues of 1993.

''There never has been a cookie-cutter agreement in these things. There are always little differences. . .We have to be mindful of the other companies. . . It's part of the process,'' Bieber said.

Analysts said Ford is in the healthiest financial position of the Big Three and is the only one with no laid-off union members.

With the selection of a target company, negotiations with the other two U.S. automakers will stop until an agreement is reached with Ford. Chrysler and Ford made initial offers before UAW picked a target. GM did not make a formal proposal.

Ford's offer on Aug. 25 was ''better than most,'' but falls short in many areas, said UAW Vice President Ernest Lofton, who heads the union's Ford Department. ''The company can't claim poverty like it has been,'' Lofton said.

Another issue high on the union's agenda is job security in a competitive global market. The Big Three have rebounded in recent years against foreign imports, increasing the quality of its cars and gaining increased consumer acceptance and market share, largely because of the efforts of UAW members, Bieber said. And those workers should not have to worry about their jobs, he added.

''The union feels strongly that the job security and quality efforts by its members are responsible for the turnaround,'' Bieber said. ''The turnaround shows that there is no incompatibility between solid union contracts and an intensely competitive environment.''

BMWE, UTU fight injustice on railroads

By Candice Johnson

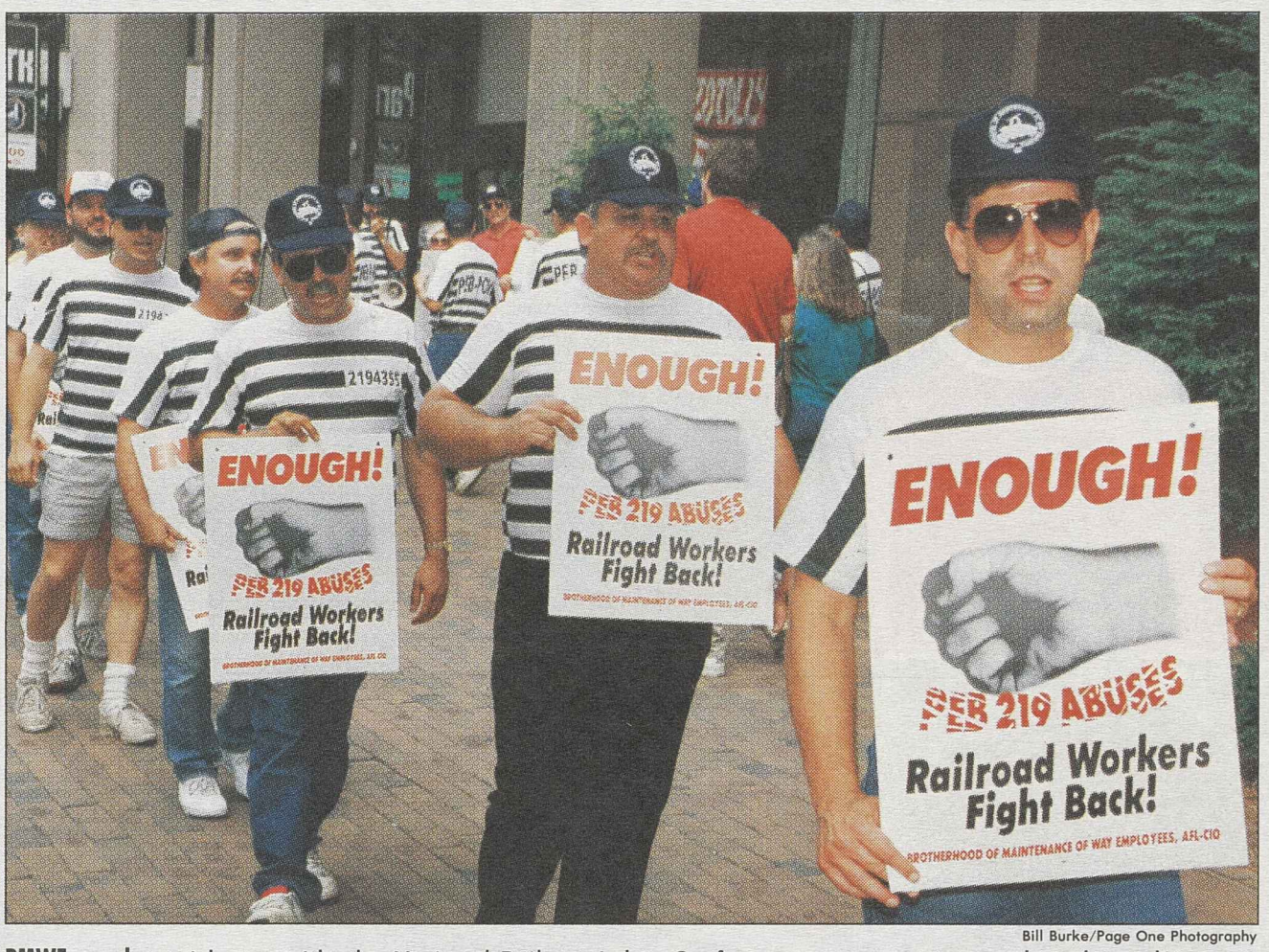
Two rail unions are protesting separate attempts by carriers to cut jobs and impose harsh working conditions.

Members of the United Transportation Union are facing job cutbacks at Amtrak, while the Maintenance of Way Employees are disputing railroad management's interpretation of work rules that require union members to spend months at a time away from home.

Dressed in ''chain-gang'' garb, BMWE members demonstrated outside the Washington office of the National Railway Labor Conference, the chief negotiating arm of the rail industry, to focus attention on working conditions and problems faced by BMWE production crews.

The 48,000 BMWE members build new rail lines and maintain track used by the nation's major freight carriers.

Demonstrations also have been held outside Burlington Northern, CSX Transportation and Norfolk Southern facilities.



Bill Burke/Page One Photography

BMWE members picket outside the National Railway Labor Conference to protest imposed work conditions.

BMWE President Mac Fleming said the problem stems from 1991, when contract provisions were imposed by a Bush administration presidential emergency board.

That board ''gave the industry everything it wanted in terms of concessions,'' Fleming said, but it ignored the three years of fruitless negotiation by rail unions seeking to limit the railroads' unreasonable demands.

''Aside from cutting our real wages and our medical benefits, it allowed the railroad companies to demand that BMWE members work hundreds of miles away from their homes — even when work is available at closer locations,'' Fleming said.

Now carriers are going even further in changing work rules, he noted.

Carriers are improperly interpreting the board's provisions on assignments, locking workers ''in gangs like prisoners. They are chained to that gang and they can't get off,'' said Bruce Glover, chairman of the union's Burlington Northern federation.

BMWE members on the Burlington Northern railroad are required to work away from home for several months at a time, but are not permitted to change assignments when better positions open up.

Some are assigned to jobs more than 1,000 miles from home, the union said.

Carriers also are insisting that ''members can be deprived of pay for the time spent traveling from company-provided accommodations to the actual work site'' up to as much as two hours each way, Fleming said. The end result — BMWE members are earning 40 hours' pay for 60 hours' work, he added.

At Amtrak, a strike authorized by UTU members was blocked by a federal district court judge who barred the 2,400 union members from walking out. Judge Stanley S. Harris issued a temporary, 10-day restraining order Aug. 24 with a hearing to be held on whether a permanent injunction should be issued.

The dispute was sparked over Amtrak's attempt to replace UTU members at a commuter yard in Los Angeles.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 19 — MONDAY, SEPTEMBER 6, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

LEGISLATION

AFL-CIO presses for vote on S.55

By Mike Hall

The AFL-CIO expects the Senate to take up S.55, the Workplace Fairness Bill, in October, when Congress also will be mulling national health care reform, a long-time labor goal, and the North American Free Trade Agreement, which is anathema to labor.

Along with those expected bruising battles, Congress faces a full fall schedule when it resumes work this week, including such key labor priorities as Hatch Act reform, which was passed overwhelmingly in both the House and Senate but must be resolved in conference.

AFL-CIO President Lane Kirkland and other top federation officials will meet soon with Senate Majority Leader George J. Mitchell (D-Maine) to discuss the legislative strategy to pass S.55, which would ban the use of "permanent replacements" for striking workers. The House already has passed its version, H.R. 5, and President Clinton has said he would sign it.

Mitchell will be searching for a floor strategy to overcome the threatened Republican filibuster against the measure.

Under Senate rules, it will be necessary to find 60 votes to invoke cloture and bring the strikebreaker bill to the floor for a vote, which would require only a simple majority for passage.

During the August recess, labor activists and other members of the Workplace Fairness coalition wrote letters, made phone calls and sent telegrams to several senators targeted in an effort to find the needed 60 votes. The legislation died in the last Congress when the filibuster could not be broken.

At the August AFL-CIO Executive Council meeting, Kirkland attacked the filibuster tactics of the S. 55 opponents as "slash-and-burn partisan politics used against effective progress and against the country and most of its people."

Both houses are expected to vote before the end of the year on NAFTA, which the AFL-CIO vehemently opposes. President Clinton is expected to submit it to Congress in early September (**See story, Page 1**). Under the "fast-track" procedure, Congress must act within 90 days and is allowed no amendments — just a yes or no vote on the entire scheme.

"Given the underlying problems of the basic NAFTA agreement and the hollow side agreements in the areas of labor and environment, the AFL-CIO strongly believes that the Congress should reject the NAFTA agreement," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to all House and Senate members.

President Clinton is expected to announce his health care package Sept. 22 and be ready to submit legislation early in October. Kirkland told Hillary Rodham Clinton, who heads the White House health care task force, that if the legislation meets labor's goals, "we are your troops" to help get it passed.

On the budget front, the House and Senate face a Sept. 30 deadline to finish all 13 appropriations bills before the end of the fiscal year. Those bills set the actual level of spending for all the government's programs for the coming fiscal year.

As a result of the budget reconciliation battle, the president will submit a list of additional spending cuts in early October. The AFL-CIO will monitor both the appropriations bills and any additional spending cut legislation to ensure vital programs important to labor and workers are not gutted.

With such a full agenda, some of labor's other major concerns, such as OSHA reform and Davis-Bacon reform, may not see floor action this session. However, final committee action could pave the way for consideration early in the second session.

Campaign readied for tough health care fight

By Colleen M. O'Neill

All signs indicate a tough road to travel to get to health care reform, and labor is outfitting itself for the trip.

The AFL-CIO, through its Health Care Task Force and the Committee on Health Care, is working to build coalitions and to energize the grass roots for mobilization while waiting to see if the AFL-CIO will be able to support President Clinton's plan that is expected to be announced Sept. 22.

The federation has been working with its Legislative Action Committees — some newly formed — to educate union members on the need for reform and the AFL-CIO principles by which the president's plan will be measured. The LACs will be a primary vehicle for lobbying members of Congress on the form health care legislation will take.

Union staff members have been meeting with such groups as the National Council of Senior Citizens, the American Association of Retired Persons, the Democratic National Committee and the Health Project in an effort to find common ground and forge coalition ties.

The coalition for reform will be fighting groups that want to continue the status quo. These special interests already are advancing implausible arguments, including the claim that reform will be too costly.

The National Federation of Independent Business, for example, is skewing the debate with claims that small businesses will suffer, costing jobs, according to interviews in Newsweek magazine.

The NFIB argument discounts the competitive disadvantage suffered by small businesses that act as responsible employers who offer health insurance, small business owners pointed out.

"I think the lobby groups to a large extent misrepresent" small businesses, Steve Sands of Standard Meats in Lincoln, Neb., told the magazine. He provides insurance for his employees, and says he sees that without a mandate on employers, he will continue to suffer competitively.

Denney Willis of Arbuckle Coffee Service in Tucson, Ariz., told Newsweek the NFIB's push against reform was "a knee-jerk reaction."

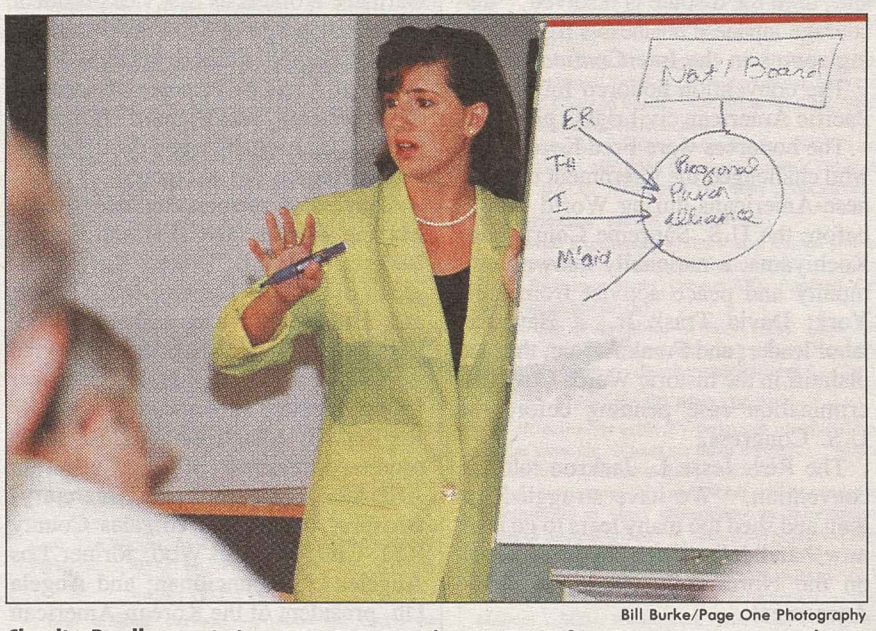
Meanwhile, a recent national survey found that only 80 percent of Americans have health care coverage — the smallest percentage in the 20 years the question has been posed. Eighteen percent of those polled by the Roper Organization said they had no health care plan or hospital insurance.

The Roper poll also showed that respondents blame inefficient management, too much profit going to doctors and hospitals and the lack of restrictions by the federal government on those profits as major reasons for spiraling health care costs.

The respondents said drug companies, hospitals, health insurance companies, doctors and government have the most responsibility to try to control costs, but that those same groups had been dragging their feet in trying to accomplish that aim.

Finally, the respondents said the most important features of a reformed system are immediate care, ability to receive care even if a person is unable to pay for it, choice of physician, preventive care and choice of hospital.

The AFL-CIO's principles for health care reform include fair financing, universal coverage, access for all and cost containment with some real teeth. The federation also has urged the continuation of physician choice and emphasis on preventive care.



Bill Burke/Page One Photography

Claudia Bradbury of the AFL-CIO Employee Benefits Department conducts a "train-the-trainer" session for grass-roots activists.

Minimum wage raise 'prerequisite'

Labor Secretary Robert B. Reich has stepped up his efforts to increase the current minimum wage of $4.25 an hour.

In a July 20 memo to President Clinton, Reich said an increase of at least 25 cents to $4.50, combined with annual indexing for inflation, was "a prerequisite to reaching the goal of lifting families of four with full-time workers out of poverty." Workers receiving the minimum wage today earn less than they did in the 1970s and 1980s, based on inflation, Reich said.

To help the working poor, Reich argued, a minimum wage increase must accompany the expanded Earned Income Tax Credit approved as part of the president's budget package. The credit provides tax breaks to poor working families with children as part of the administration's plan to "make work pay."

Reich said he would make his "initial recommendation" on the minimum wage within 90 days to Clinton.

The AFL-CIO Executive Council in February 1991 called on Congress to "take the lead in raising the minimum wage to 50 percent of average hourly earnings." While increases historically raised the legal minimum to that level, the last hike in April 1991 raised the minimum to only 41 percent of hourly earnings, the council noted.

The council urged that the minimum wage be increased 50 cents an hour each year for three years. After that it should be indexed at 50 percent of average hourly earnings, the council said.

With the current average hourly earnings at $10.76, the minimum wage under this formula would be set at $5.38.

A 25-cent increase in the minimum wage may not be enough, Reich acknowledged in the memo, because the large majority of the working poor are employed part-time or for only part of the year, do not receive food stamps, and live in families of five or more.

"If the minimum wage is not indexed, or if it is indexed at a lower level," Reich said, the administration's goal of "making work pay" for low-income workers and individuals on welfare "will not be achieved."

During the 1992 campaign, Clinton supported increasing the minimum wage and indexing it. However, the administration has not yet sent a specific proposal to Congress.

President Bush in 1989 vetoed a series of minimum wage increases that would have raised the wage to $5.55.



Jim Lew/APALA

APALA President Kent Wong leads demonstrators in march through downtown Los Angeles.

APALA protests anti-union tactics

By Sharolyn A. Rosier

More than 400 delegates to the Asian Pacific American Labor Alliance convention marched through downtown Los Angeles to the Hotel InterContinental in support of Latino hotel workers.

The trade unionists carried blue and red placards calling for hotel management to honor a neutrality agreement with the Hotel Employees and Restaurant Employees Local 11.

APALA President Kent Wong and HERE Local 11 President Maria Durazo attempted to enter the hotel, but were refused by a hotel security guard.

The march also targeted Toyota Motor Sales Corp. of Los Angeles for its use of Advance Building Maintenance, an anti-union contractor that pays poverty-level wages.

Service Employees Local 399 won a representational election among Advance janitors in 1986, but the cleaning company said Toyota threatened to cancel its contract if it went union. Toyota received the union's 1993 Enemy of Justice Award.

"We believe Los Angeles can only be rebuilt if the community stands up to anti-union tactics and addresses the needs of the working poor," said Wong.

The APALA Executive Board mailed a letter to Koichi Haraguchi, Japan's consul general, asking him "to encourage Toyota and the Hotel InterContinental to deal fairly with their workers" and, until the dispute is resolved, "discourage Japanese businesses from booking rooms in the InterContinental."

The convention honored four Asian Pacific American civil rights pioneers.

The honorees were Fred Korematsu, who challenged the internment of Japanese-Americans during World War II before the U.S. Supreme Court; Yuri Kochiyama, a nationally known community and peace activist from New York; David Trask Jr., a Hawaiian labor leader; and Frank Atonio, the lead plaintiff in the historic Wards Cove discrimination case pending before the U.S. Congress.

The Rev. Jesse L. Jackson told the convention, "We have struggled too long and shed too many tears to go back now" and delivered a blistering attack on the North American Free Trade Agreement.

Pointing to the ongoing struggle of workers, delegates passed resolutions supporting the Justice for Wards Cove Workers Act, the Workplace Fairness Bill and labor organizing, as well as opposition to NAFTA.

Delegates re-elected Wong as president, May Ying Chen of the Ladies' Garment Workers as first vice president and Patricia Lee of SEIU as treasurer. Newly elected officers include Peter Trask of AFSCME Local 646, second vice president, and Richard Gurtiza of the Longshoremen's and Warehousemen's Region 37, secretary.

Convention speakers included Reps. Maxine Waters (D-Calif) and Xavier Becerra (D-Calif); Dennis Hayasi, director of the U.S. Department of Health and Human Services office of civil rights; Richard Womack, director of the AFL-CIO Civil Rights Department; David Sickler, director of AFL-CIO Region VI; John Henning, executive secretary-treasurer of the California AFL-CIO; James Wood, secretary-treasurer of the Los Angeles County AFL-CIO; Michael Woo, former Los Angeles city councilman; and Angela Oh, president of the Korean-American Bar Association.

UAW exposes more unfair Caterpillar actions

By James B. Parks

The UAW's campaign to gain a fair contract at Caterpillar Inc. scored another victory when the company agreed to post notices recognizing workers' rights to refuse work in protest of working conditions.

The settlement, negotiated by the National Labor Relations Board, "demonstrates that workers have a variety of legal methods available to them to take action against Caterpillar's unfair, short-sighted and illegal labor policies," said UAW Secretary-Treasurer Bill Casstevens.

"You can be sure that our members will continue to exercise their rights," said Casstevens, who heads the union's Caterpillar Department. "It is obviously in Caterpillar's best interests to resolve our current labor dispute, in order to alleviate the uncertainty, tension and conflict that currently exist inside the company's plants."

Caterpillar also was cited by the U.S. Occupational Safety and Health Administration for failing to provide proper lockout training at its York, Pa., plant. Two workers were injured while repairing machines for which they had not received lockout training. OSHA also cited the company after a worker in East Peoria, Ill., received serious eye injuries when hazardous chemicals spilled in his eyes.

The UAW has four other complaints pending with OSHA against Caterpillar. Three claim that the company discriminated against workers who have raised health and safety issues and one stems from an injury at the Mossville plant where a worker's hand was cut in half.

It was more than a year ago that 12,600 UAW members suspended their strike against the farm equipment manufacturer and began an inside-outside campaign to force the company to bargain. New contract terms still have not been reached.

The NLRB settlement arose out of an incident at Caterpillar's Mossville, Ill., plant in March when two UAW members reported for work and found their foreman performing work that is reserved for members of the UAW bargaining unit. They left work in protest and were suspended for three days by the company.

Under the settlement, the company will pay the two men lost wages during the suspension and expunge the disciplinary notices from their personnel records.

Unions offer $3.4 billion for UAL stake

AFA steps up drive for Alaska Air pact

By Candice Johnson

Unions at United Airlines have offered nearly $3.4 billion in wage and benefit concessions in exchange for a majority stake in the carrier.

The Air Line Pilots, Machinists and Flight Attendants, representing 53,000 workers at United, proposed the financial plan to help turn around the troubled airline, which lost $538 million last year.

United said it received the proposal, but has not commented on the offer.

The wage and benefit cuts, which would be made over a five-year period, would be offset by an employee stock ownership plan giving workers close to a 60 percent stake in UAL Corp., United's parent company.

At two other carriers, union representatives have been named to boards of directors following agreements that traded wage and benefit reductions for a voice for employees in company operations.

ALPA and the Teamsters named two of three labor representatives to the Northwest board, with the IAM not yet making an appointment to the 15-member board.

At Trans World Airlines, four union representatives — two from the IAM and one each from ALPA and the unaffiliated flight attendants — will sit on the carrier's 15-member board that will begin operation when TWA emerges from federal bankruptcy provisions.

In other industry developments:

- AFA members at Alaska Air, who have been pressing for a new contract since June, stepped up their campaign called "CHAOS" — for "create havoc around our system" — to encourage the carrier to take negotiations more seriously, the AFA said.

Three attendants walked off a flight due to depart from Las Vegas and were replaced by management personnel. In news accounts, some passengers reported that they were fearful that managers would not be able to respond in case of an emergency because they were unable even to operate the drink and food carts. The three attendants were "permanently replaced."

- The IAM released the report of union Vice President John Peterpaul, who dissented from the findings of the Clinton administration's commission on the airline industry. Peterpaul said the commission did not look at some of the toughest problems facing the industry, including airline pricing and job security, focusing instead on tax and more limited concerns.

The commission's recommendations are not wrong, Peterpaul said, but "they are just far from adequate." The panel's determination to obtain consensus on the report and recommendations also made it difficult to resolve the industry's urgent problems, he added.

The report is available from the IAM airline coordinator's office, 9000 Machinists Place, Upper Marlboro, Md., 20772.

Solowey gets top award for AFSCME work

Fred J. Solowey has garnered the International Labor Communications Association's 1993 Max Steinbock Award, presented annually for the best journalistic effort that exemplifies a humanistic spirit.

Writing in the February-March 1992 issue of Public Employee magazine, Solowey detailed the story of an AFSCME member and grandmother who contracted the Human Immunodeficiency Virus — the virus that causes AIDS — through a blood transfusion. Solowey currently is editor of the Teamster magazine.

Ellie Spielberg won honorable mention from the Steinbock judges for her article in the May 1992 issue of the Ladies' Garment Workers newspaper Justice on a disabled union member's life in the mainstream of society.

The Steinbock award, named for a late ILCA president, is the only one presented by the organization that goes to the individual who produced the work.

There were 10 winners in the competition for the Saul Miller Awards, named for another ILCA pioneer and former director of the AFL-CIO Information Department. The awards are given for outstanding efforts in the labor press on a designated topic, with this year's contest focused on 1992 election coverage.

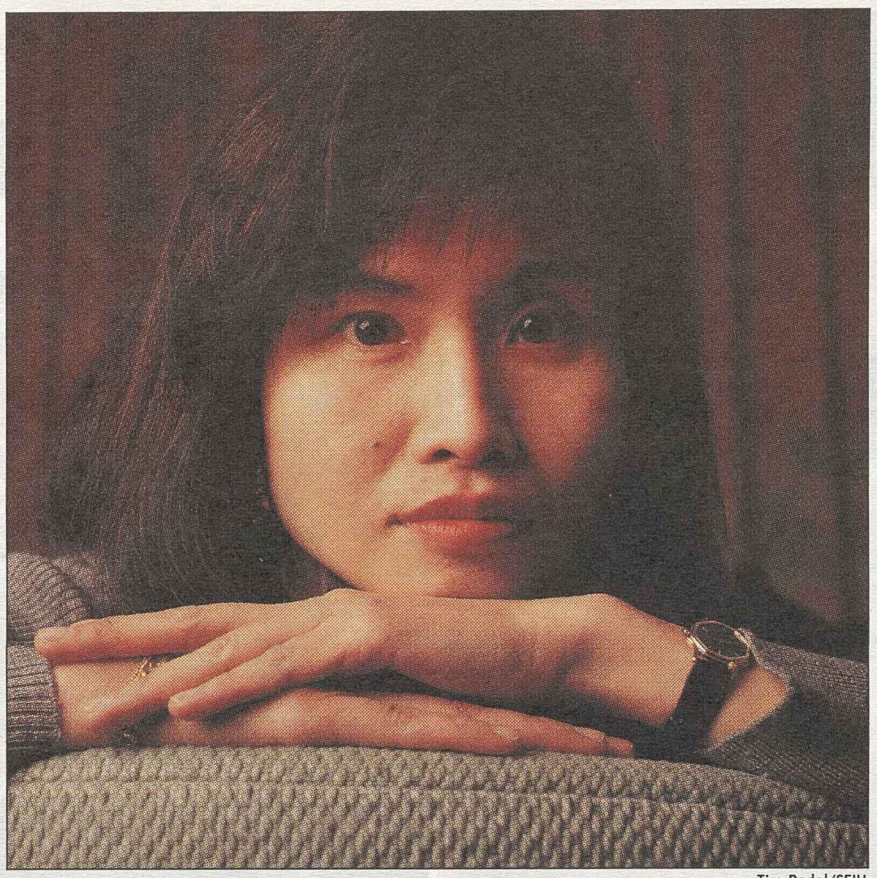
Winning entries in categories for national and international unions are AFSCME's Public Employee, the Mine Workers' UMW Journal and the Postal Workers' Voices in Politics.

The Livingston & McLean Counties Union News, Bloomington, Ill., and Racine Labor, Racine, Wis., won first place among central body publications.

Local union winners included UFCW Local 27 Reporter, Baltimore; Raw Facts, UAW Local 898, Ypsilanti, Mich.; and Can Opener, Food and Commercial Workers Local 617, Fort Madison, Iowa.

Taking first place among regional publications were Public Employee Press, AFSCME District Council 37, New York, and The Bottom Line, New York State United Teachers, Albany.

Judges for the contests were Marvin Caplan, retired executive director of the Leadership Conference on Civil Rights and AFL-CIO Industrial Union Department; Joseph Foote, independent writer and journalism lecturer; Ken Germanson, retired Allied Industrial Worker communications director; Mary Lord, assistant managing editor, U.S. News & World Report; David Perlman, retired assistant editor, AFL-CIO News; Roger Sheldon, retired managing editor, The Carpenter; Frank Wallick, retired editor, UAW Washington Report; Dick Warden, retired UAW legislative director; and Ken Young, retired executive assistant to AFL-CIO President Lane Kirkland.



Tim Redel/SEIU

This photo of immigrant activist Maria Lo of Service Employees Local 204, in SEIU's Union magazine, won a top ILCA award.

The ILCA Film and Broadcast Awards, given out biennially, also have been selected in six classes. The awards will be given at the ILCA Convention Sept. 29-Oct. 2 in San Francisco.

The top awards follow:

GENERAL EXCELLENCE

International and National Union Publications

Newspapers — American Teacher, AFT, Washington (250,000 or more circulation); International Musician, Musicians, New York (100,000-249,999 circulation); On Campus, AFT, Washington (less than 100,000 circulation).

Magazines — Public Employee, AFSCME, Washington (250,000 or more circulation); United Mine Workers Journal, UMWA, Washington (100,000-249,999 circulation); The Air Line Employee, Chicago (less than 100,000 circulation).

Newsletters — The Steelworkers Oldtimer, USWA, Pittsburgh.

State and Local AFL-CIO publications

Racine Labor, Union Publishing Co., Racine, Wis. (more than 12 issues yearly); The Plaindealer, Wichita, Kan. (12 or fewer issues per year).

Local union publications

UFCW Local 27 Reporter, Baltimore (15,000 or more circulation); UNION, Food and Commercial Workers Local 832, Winnipeg, Manitoba, Canada (7,500 to 14,999 circulation); Local 1546 Sparkplug, Machinists, Oakland, Calif. (2,500 to 7,499 circulation); Shoptalk, Newspaper Guild Local 2, Minneapolis (less than 2,500 circulation); The Summit City Mailbag, Letter Carriers Branch 116, Fort Wayne, Ind. (machine-duplicated publications).

Regional publications

The Communicator, New York State Public Employee Federation, Albany, N.Y. (more than 20,000 circulation); The Widget, Air Line Pilots/Delta/MEC, College Park, Ga., (20,000 or less circulation).

SPECIAL CATEGORIES

Best original cartoon — Around the Grapevine, UFCW Local 373R, Vallejo, Calif. (local union publications); UFCW Canada Action, Rexdale, Ontario, Canada (all others publications).

Best original photograph — The Los Angeles Firefighter, Fire Fighters Local 112, Los Angeles (local union publications); Union Magazine, Service Employees, Washington (all other publications).

Best editorial or column — United Worker, SEIU Local 790, San Francisco (local union publications); Solidarity, UAW, Detroit (all other publications).

Best feature story — Utility Reporter, Electrical Workers Local 1245, Walnut Creek, Calif. (local union publications); Solidarity, UAW, Detroit (all other publications).

Best Series — The Public Section, CSEA Local 1000, AFSCME, Albany, N.Y. (local union publications); The Dispatcher, Longshoremen and Warehousemen, San Francisco (all other publications).

Unique Performance — Utility Reporter, IBEW Local 1245, Walnut Creek, Calif. (local union publications); The Dispatcher, ILWU, San Francisco (all other publications).

Best Use of Graphics — Engineers News, Operating Engineers Local 3, Alameda, Calif. (local union newspapers); The American Postal Worker, Washington (all other publications); Movers and Shakers Magazine, AFSCME Local 1549, New York (local union magazines); The Postal Record, NALC, Washington (all other publications); Newsline 1999, UAW, Oklahoma City (local union type-set newsletters); District 143 News, IAM, St. Paul, Minn. (all other publications); Raw Facts, UAW Local 898, Ypsilanti, Mich. (local typewritten newsletters).

Best Front Page (newspapers) — UFT Bulletin, New York State United Teachers, New York (local union publications); Focus on Funds, Sheet Metal Workers, Washington (all other publications).

Best Magazine Cover — Union Leader, UFCW Local 400, Landover, Md. (local union publications); The Postal Record, NALC, Washington (all other publications).

Non-periodical, special publications

Editorial Excellence — The Voice, United University Professions, Albany, N.Y. (local union publications); Federation News, Oregon AFT, Portland, Ore. (all other publications).

Best Use of Graphics — Unity, SEIU Local 250, Oakland (local union publications); Union Magazine, SEIU, Washington (all other publications).

FILM AND BROADCAST

- Broadcast or cable TV programs (produced on a regular schedule, at least six times a year) — "Minnesota at Work," Minnesota AFL-CIO.
- Spots/promos-TV commercials, public service announcements or short promotional or informational pieces (3 minutes or less) — "Pottsville Strikers' Christmas," SEIU Local 1999, State College, Pa; "Privateers," CSEA Local 1000, AFSCME, Albany, N.Y.
- All other film or video productions — "One Million!," SEIU, Washington; "The Final Offer: Landmines and Timebombs," UAW, Detroit; "Down Please: Roots of Building Service," SEIU, Washington; "Portraits of a Union," SEIU, Washington.
- Radio spots — "Commentary," UFCW Local 400, Landover, Md.
- Radio programs — "Off Center," George Meany Center for Labor Studies, AFL-CIO, Silver Spring, Md.
- Filmstrips/slide shows — "Visions of the American Dream," AFSCME Local 372, New York.

SEIU 1199P gains pact at Mercy

By Sharolyn A. Rosier

After months of intensive bargaining with Mercy Hospital in Wilkes-Barre, Pa., members of the Service Employees District 1199P ratified what they described as a breakthrough agreement for the nation's health care industry.

"The contract represents the kind of approach hospitals ought to be taking," said John August, president of SEIU District 1199P.

"Instead of adopting a 'take-no-prisoners' attitude toward their workers and the services they provide, Mercy's commitment to innovative health care approaches and respect for employees is a refreshing breath of fresh air in the health care industry," he said.

The contract was ratified by more than 96 percent of the 600 employees.

The three-year contract includes a wage increase of 12.6 percent to 20 percent for various Mercy employees. Employees will receive additional increases on anniversary dates.

A comprehensive health care plan at no cost to employees will be continued in the new contract. Under the new contract, the hospital will pay an employees' health insurance while they are on a leave of absence. A retiree benefit fund is also provided.

The union bargained an increase in the future service multiplier for pension benefits to 1.5 percent beginning Jan. 1, 1994, and to 1.55 percent in January 1995. A joint labor-management retiree benefits committee will be established to discuss offering a one-time early retirement plan.

The contract assures return to work for those absent for three or fewer months because of short-term disability, maternity leave, paternity leave or to care for an immediate family member.

The union also agreed to work with the hospital to promote a Physicians Health Organization that Mercy is establishing. The PHO will provide high-quality, comprehensive coverage to employee groups throughout the Wilkes-Barre/Scranton region.

Other contract provisions include improvements in shift differentials, health and safety and tuition reimbursement.

The agreement covers registered nurses, licensed practical nurses, technicians, professional, service and maintenance employees.

The previous contract does not expire until Nov. 15, but the union and hospital management agreed to begin negotiations early. The replacement contract is effective Sept. 1, 1993, to Aug. 31, 1996.

Longshoremen expand jurisdiction at Pacific Maritime

San Francisco

Members of the Longshoremen and Warehousemen ratified a three-year contract that raises the basic wage rate to $22.68 an hour for some 8,000 West Coast dock workers, maintains a fully employer-paid health care plan and provides a substantial boost in pension benefits.

The agreement with the Pacific Maritime Association was approved by a 63 percent margin — 4,049 to 2,354 — in balloting by 26 ILWU locals in California, Oregon and Washington.

With negotiations focused on technological advances at the West Coast ports, ILWU President David Arian said the cornerstone of the contract is a controlled standard "that secures new work for our members and new jurisdiction for the union."

"We made it clear to the PMA that if they wanted to be responsive to their legitimate desires to modernize operations, they had better be responsive to our legitimate desires to be around 20 years from now and beyond."

Arian characterized the agreement as a giant step toward the union's goal of "top-to-bottom" jurisdiction.

The contract, which runs through July 1, 1996, provides for a one-time, 20-cent an hour increase across the board in the first year for dock workers and marine clerks.

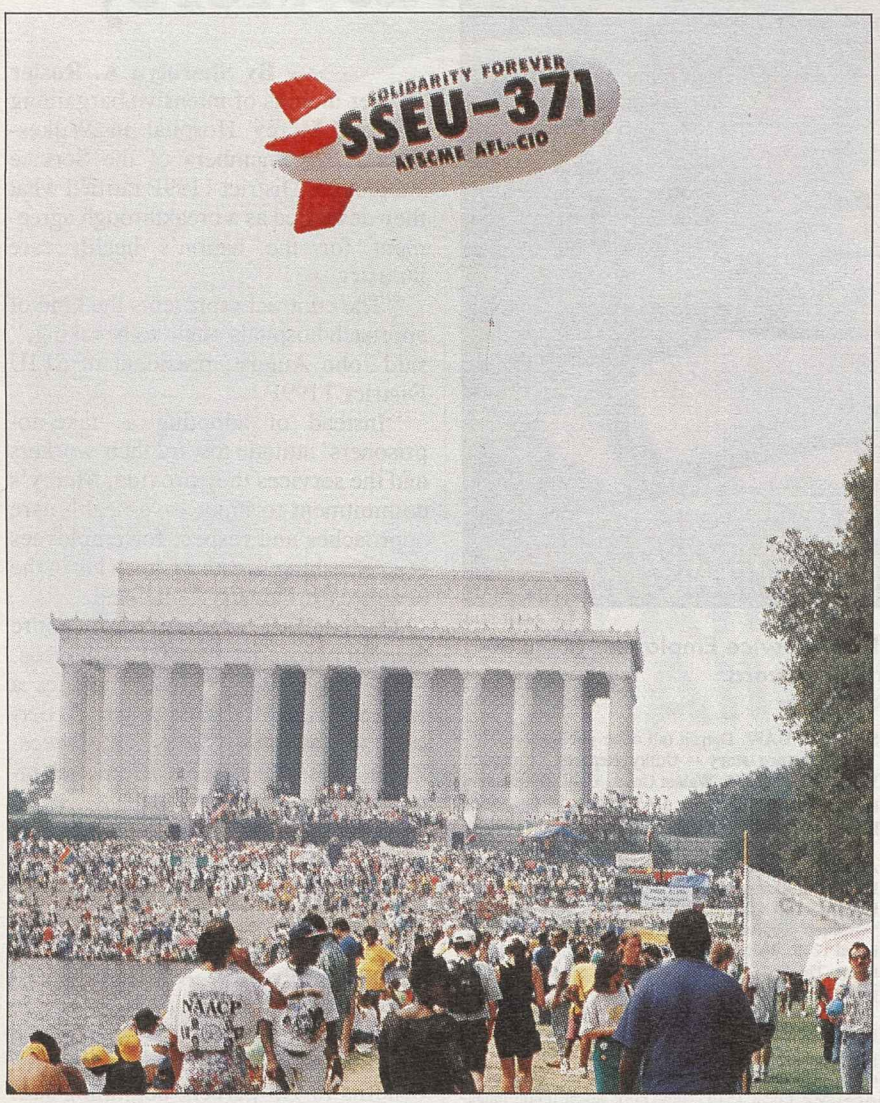
It continues the employer-paid health plan with no increase in out-of-pocket payments, Arian said, maintaining both the broad scope and high quality coverage.

The maximum pension benefit is raised by $1,070 to $2,415 a month for a worker retiring with 35 years of service. Arian said the improved pensions will bring an added incentive for older workers to retire, thereby opening higher-paying jobs to younger ILWU members.

The ILWU noted that rejection of a contract by a major local requires overall passage by at least 60 percent of the union membership. In unionwide balloting, the agreement was approved by 63.2 percent of voting members, the ILWU said.

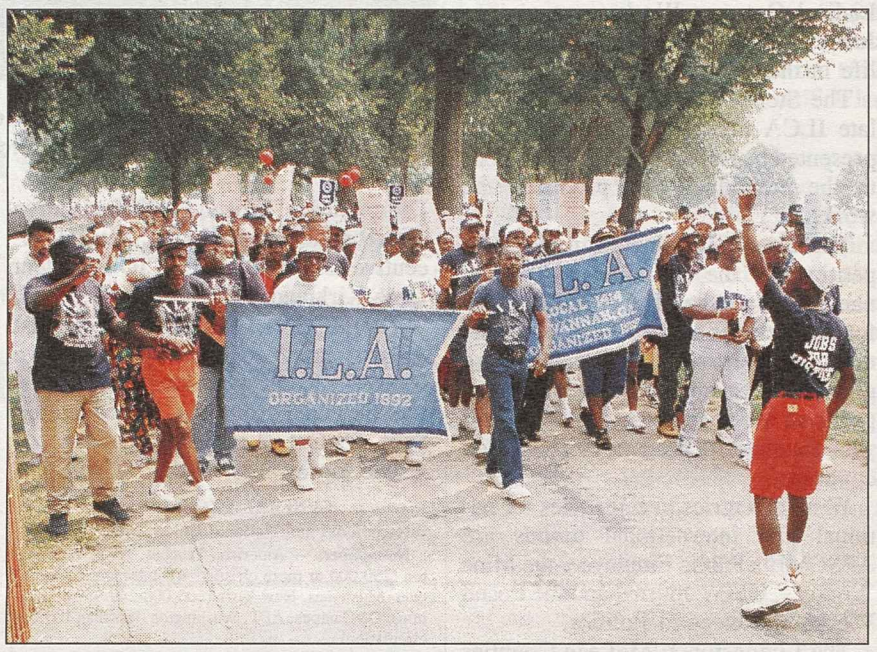
Three of the 26 ILWU locals rejected the coastwide agreement, including Local 10 of San Francisco and two smaller locals in Astoria, Ore., and Newport Beach, Calif.

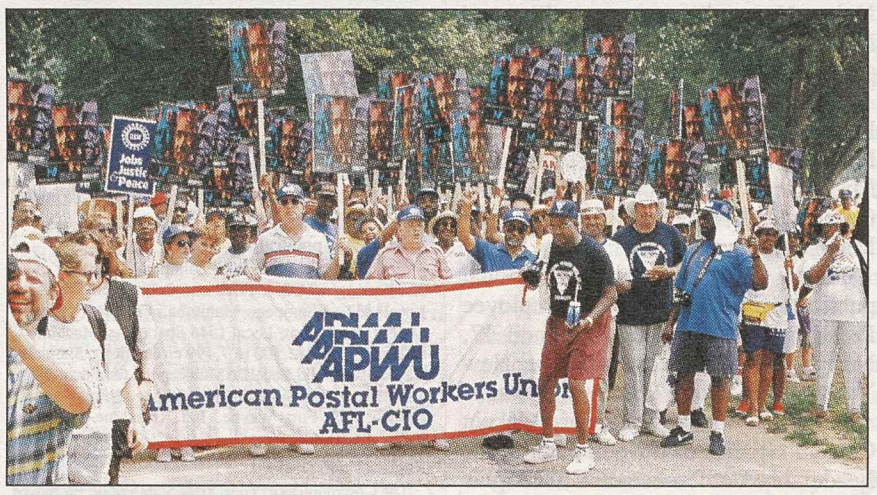
Trade unionists march for jobs a

















Key labor issues get hearing in trek to Lincoln Memorial

Continued from Page 1

Local 2262 in Cleveland said she marched because she and her co-workers at Propulsion Technologies ''are going to be jobless in a year'' because of defense cutbacks.

For Richard Wood of Service Employees Local 200D in Middletown, N.Y., the issue was workplace cooperation. The former owners of his company ''let us down. They wanted to make a quick buck and cash in their chips,'' he said.

Arleen Aikens Shaw, an AFSCME member from New York, said ''we came to let the world know that we're proud to be union.''

Striker replacement was on Preston Wells' mind. Wells, a Teamster from Washington, D.C., was ''permanently replaced'' last year. ''A lot of us had more than 25 or 30 years of service,'' he said.

Richard Womack, the AFL-CIO's civil rights director, said the turnout ''demonstrated the depth of organized labor's commitment to the goals of the march: jobs, justice and peace. These goals were the same as 30 years ago when AFL-CIO Vice President A. Philip Randolph and Bayard Rustin organized the 1963 march.

''Now we face the hard task of lobbying to enact the laws that will make the march's goal a reality,'' he said.

The Rev. Jesse L. Jackson told the marchers, ''when we came here 30 years ago, we had no right to vote. ''We've come a long way, but we cannot stop now.''

Chavis said economic justice must be viewed as a civil rights priority. ''We want more than just fair treatment. We want a fair share of the economy. So much of the deprivation and degradation that exists in our communities is a direct result of not only racial or social discrimination, but more and more the problems that beset and destabilize our communities are driven by economic injustice and inequity,'' he said.

Kirkland led a parade of labor speakers that included AFL-CIO Vice Presidents Jack Sheinkman, Clothing and Textile Workers; Owen Bieber, UAW; Gerald McEntee and Linda Chavez-Thompson, AFSCME; Albert Shanker, AFT; John Sweeney, Service Employees; Gloria T. Johnson, Electronic Workers; Ron Carey, Teamsters; Richard Trumka, Mineworkers; and Lynn Williams, Steelworkers. Farm Workers President Arturo Rodriquez, Industrial Union Department President Elmer Chatak and Keith Geiger, president of the unaffiliated National Education Association, also spoke.

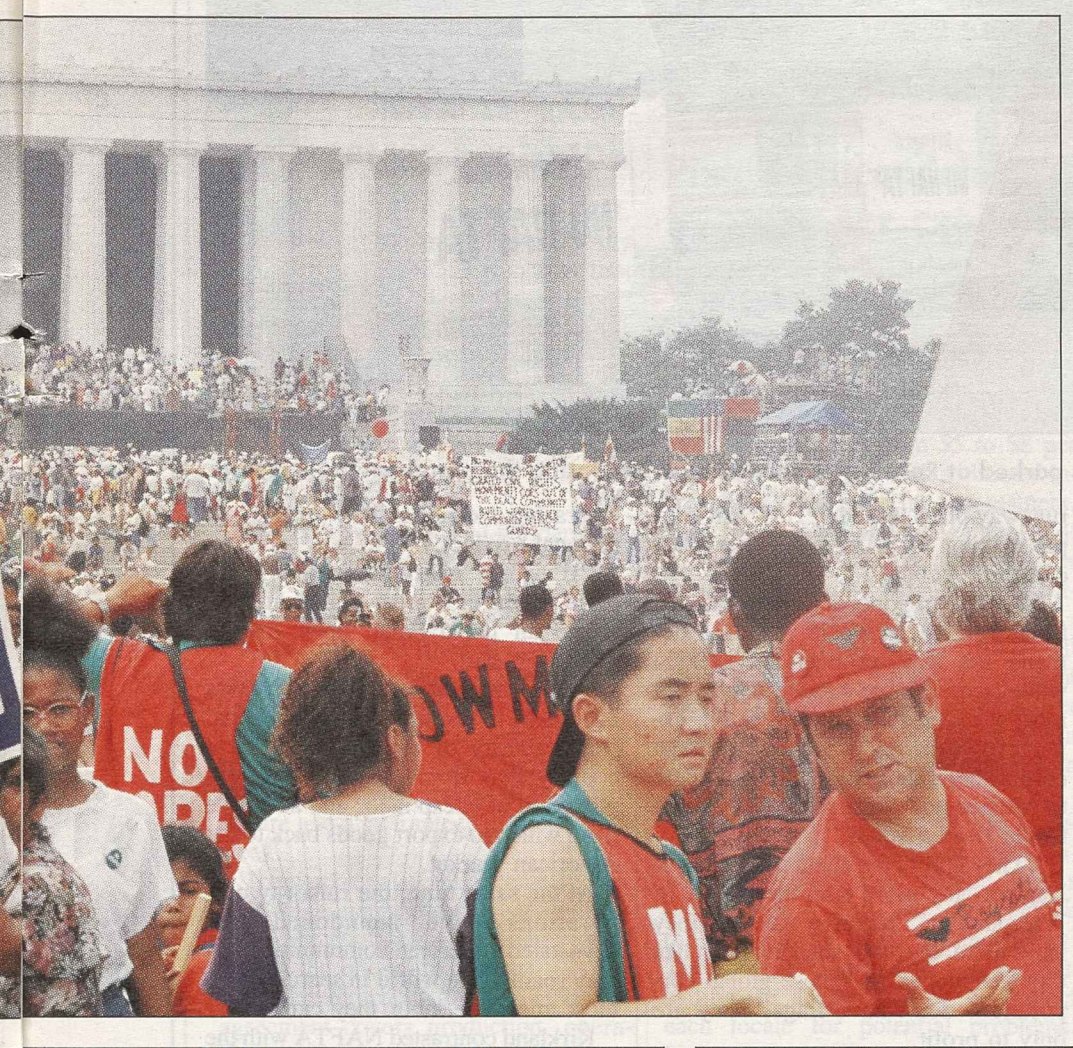
Other trade unionist speakers included William Lucy, secretary-treasurer of AFSCME and president of the Coalition of Black Trade Unionists; ACTWU Vice President Clayola Brown; Stanley Hill, executive director of AFSCME District Council 37; Jim Butler, AFSCME Local 420; Cleveland Robinson, UAW District 65; Norman A. Hill, director of the A. Philip Randolph Institute; Ralph Jimenez, president of the Labor Council for Latin American Advancement; Kent Wong, president of the Asian Pacific American Labor Alliance; Dennis Rivera, president of an unaffiliated local union in New York City; and Jessica Looman, Deborah Reed and Stacy Abrams from Frontlash.

Press Associates contributed to this story.

Photos by Ray Crowell, Bill Burke and Marianne Keiffer-Zweig/Page One Photography

More than 60,000 unionists called for change at the March on Washington. Among the speakers were AFL-CIO Vice Presidents Linda Chavez-Thompson of AFSCME and Richard Trumka of the Mine Workers, above.

sand justice















Labor will give 'best effort' to derail NAFTA

Continued from Page 1

Richard A. Gephardt (Mo.) and Majority Whip David Bonior (Mich.)

While the measure has a better chance of approval in the Senate with fairly solid Republican support, Bonior said that two-thirds to three-fourths of House Democrats oppose it.

Vote-counters on Capitol Hill predicted that it would be a struggle to get 110 House Republicans to support the bill. Most of the Republican opponents are employing the same reasoning as Democrats — that NAFTA would encourage U.S. firms to move U.S. factory jobs to Mexico for cheaper wages and weaker environmental regulations.

Senate Minority Leader Bob Dole (R-Kan.) has suggested that action on the bill be taken first in the Senate, where opposition is softer.

In a Labor Day roundtable discussion with labor reporters, Kirkland said state and local AFL-CIOs are actively working in the anti-NAFTA campaign.

"We will be giving it our best effort," Kirkland said. He noted that labor's legislative committees in key congressional districts have been meeting with members of the House and Senate during the August recess.

"That effort will be stepped up," he added. "We will use every occasion we can to make our views known."

The federation provided kits of materials to union affiliates as well as to state and local AFL-CIOs to publicize the "No NAFTA" campaign at Labor Day parades and picnics. More material will be made available as the campaign heats up.

The Labor Day event kits include "Don't Send My Job to Mexico" T-shirts, bumper stickers, balloons, posters, clip art for publications and petitions.

Bed sheet-size "No NAFTA" banners for buses, which first appeared at the 30th anniversary civil rights march on Washington on Aug. 28, also are being distributed to labor groups.

A number of "No NAFTA" events were scheduled for Labor Day, including parades in Cleveland and Cincinnati, as well as rallies in North Dakota and Minnesota.



Bill Burke/Page One Photography

"No NAFTA" signs adorn union buses parked at Robert F. Kennedy Stadium during the march on Washington.

The AFL-CIO has amassed more than 100,000 signatures on the "No NAFTA" petitions and another 50,000 were expected to be collected over the Labor Day weekend.

In San Francisco, a 10-member delegation of U.S. and Canadian workers that just returned from a fact-finding trip to Mexico reported that NAFTA would do nothing to improve the wages and living standards of Mexican workers.

The delegation included displaced workers from the Pillsbury Green Giant food processing plant in Watsonville, Calif., who lost their jobs when the company relocated to Irapuato in El Bajio.

Nearly 2,000 workers, who had been represented by Teamsters Local 912, were abandoned by the Green Giant move. Today, the company pays its Mexican workers $4.50 to $6 a day in the same jobs that the Watsonville workers earned $8.10 an hour.

Teamster Yolanda Navarro, who worked at the Watsonville plant for 20 years before she lost her job to the runaway plant, asked: "How can people making $4 to $6 a day buy U.S. consumer goods?"

NAFTA proponents contend that the trade agreement would generate demand for U.S. products in Mexico while creating more American jobs. But most of the current "trade" with Mexico involves U.S.-owned multinational corporations shipping plant equipment to Mexico and finished products back to the United States.

"They don't care about the people of Irapuato any more than the people of Watsonville," Navarro said. If they leave there, they will abandon them like they abandoned us. These global corporations don't have flags. They are only to profit."

Delegation members noted that General Motors is constructing an assembly plant in the Bajio that will employ 5,000 workers. If NAFTA passes, more U.S. corporations will move to the region, they warned.

As an alternative to NAFTA, Kirkland proposed to labor reporters the negotiation of a North Atlantic Free Trade Agreement, which would combine the economies of North America with those of Europe to create a market embracing one-half of the world's gross national product.

"If people really want open, free trade, there is a great opportunity to create an unparalleled open trading bloc," he said.

Instead, Kirkland said, NAFTA was negotiated to provide American capital "the security of an investment in a country that would facilitate the exploitation of cheap labor and as a base from which to export goods back to the American market."

At the same time, the runaway corporations have abandoned and devastated American communities "as they roamed the world in search of the most miserable labor they can find."

Kirkland contrasted NAFTA with the European Community's long-term, positive actions — including extensive aid — to help develop the economies of Spain and Portugal before they were admitted to the trading bloc.

The reduction of wage disparities prevents multinationals from exploiting the workers of both countries — and disparities between the United States and Mexico are greater than in Spain and Portugal versus the rest of Europe, Kirkland said.

NAFTA side agreements preclude remedies under current law

By John R. Oravec

Effective remedies are missing in the newly negotiated side accord on labor in the defective North American Free Trade Agreement, according to an analysis by the AFL-CIO Task Force on Trade.

The threat of acute socio-economic damage remains in the trade deal first drafted by the Bush administration, the task force noted in warning that it would result in the loss of hundreds of thousands of American jobs and depress U.S. wages.

While pledging to rectify the defects in NAFTA, "the final product negotiated by the Clinton administration falls far short of its stated purpose," the study said. "This labor accord actually represents a weakening of existing remedies available under U.S. trade law."

A glaring flaw of the trade agreement with Mexico and Canada "is its complete failure to promote the harmonization of living standards by linking market access with enforcement of worker rights and labor standards," the task force report said.

Task force head Mark Anderson categorized the labor accords as a step back from the administration's original proposal. "There are no minimum rules, only a requirement for national enforcement of national laws," he noted.

> *"It's similar to the Bush 'memorandum of understanding.' The rhetoric is 'cooperative activity' on conditions of work, but with no remedies."*
>
> **— Mark Anderson, director AFL-CIO Task Force on Trade**

Anderson said the accord completely ignores forced labor, freedom of association and the right to organize and bargain while addressing only child labor, occupational safety and health and minimum wages.

"It's similar to the Bush 'memorandum of understanding' — a cooperative approach," he said. "The rhetoric is 'cooperative activity' on conditions of work, but with no remedies."

Anderson said the labor accord skirts around provisions covering the right to organize and bargain under U.S. trade laws, including the Generalized System of Preferences and Section 301 of 1988 Trade Act.

"This NAFTA would preclude the remedies under these trade laws," meaning that El Salvador would be subject to sanctions but Mexico would not, he observed.

In examining the U.S. Trade Representative's report on the NAFTA side deal on labor provisions, the task force study found:

- The accord contains no agreement on, or definition of minimal international worker rights and labor standards.

It simply refers to such standards and commits each nation to promote them "in accordance with its domestic laws." Therefore, if internationally recognized rights and standards — including the International Labor Organization conventions and the United Nations declaration on human rights — are not adequately protected under one country's laws, then NAFTA provides no recourse.

- Remedies can be sought only for poor enforcement of labor standards, not for gross violations of worker rights.

Action may be sought only if a nation "has engaged in a persistent pattern of failure to effectively enforce its labor laws with respect to health and safety, child labor and minimum wage." The enforcement of NAFTA provisions applies only to "a situation involving mutually recognized labor laws and related to trade."

- The consultation and dispute resolution procedures on labor standards are so long and tortuous as to discourage complaints and petitions.

The accord establishes a tri-national Labor Commission with four bureaucratic tiers that would involve a protracted process before complaints could be resolved.

Before decisions could be made, consultations would have to conducted by the commission's Ministerial Council, Coordinating Secretariat, National Administrative Offices and Evaluation Committees of Experts.

Sanctions could be considered only if it is demonstrated at each step of the process that a "persistent pattern" of non-enforcement exists. There is no time limit on the deliberations.

- The only enforceable remedies are ineffective.

If a finding finally is made, the offending government will be given six months to implement an enforcement plan and pay any fines. The fines would be paid to itself to improve enforcement of its laws.

If the case is against Mexico or the United States, penalties would be imposed through duties, quotas and investment limits based on the amount of the fine. But if a case is brought against Canada, the Labor Commission must file suit in Canada's federal court to recover the fine or have the action plan instituted.

Inbrief

Utility Workers gain contract at Seabrook

Seabrook, N.H.

More than 200 members of Utility Workers Local 555 won their first contract at North Atlantic Energy Service Corp.'s nuclear facility here.

John Moriarty, UWUA Region I director and the chief negotiator, said the agreement provides job security and working condition protections while also guaranteeing Seabrook as a profitable employer.

The company acquired the bankrupt nuclear facility in 1992 and stated its desire to turn the facility into a profitable investment at the outset.

Moriarty said a spirit of cooperation developed during the eight months of negotiation, and both sides agreed to a contract that included seniority protections, paid holidays and vacations, a binding grievance and arbitration procedure and a guaranteed 40-hour work week.

The workers also will receive a 3 percent wage increase each year, with up to a 6 percent raise as an incentive goal tied to the operation of plant.

Effective through Dec. 1, 1995, the agreement covers production, operations and maintenance workers.

AFL-CIO adds Genesco to union boycott list

The AFL-CIO has added Genesco Inc. to its national boycott list at the request of the Clothing and Textile Workers.

The Nashville apparel and shoe manufacturer was targeted because of its treatment of employees in a drive to close two unionized plants and wring significant concessions from employees. Genesco also pulled out of the Clothing Manufacturers Association, a management organization with whom ACTWU negotiates an industrywide contract covering approximately 40,000 workers.

ACTWU began a campaign on Aug. 13 to keep the plants open and to negotiate a fair contract with the company that will protect jobs. The campaign includes leafletting at trade shows involving Genesco and in stores where Genesco's products are sold.

The campaign is focusing on footwear labels produced by Genesco, the company's largest division, according to Hillary Horn of the ACTWU staff. Genesco currently manufactures footwear that carries the Dockers, J. Murphy, Mitre, Johnston and Murphy, Street Hot, Jarman, Code West, Nautica, Domani, Vercelli, Cellini, Laredo, Toddler University or Kids University labels.

Genesco also owns several retail stores, including Journey's, Johnston and Murphy, Jarman, Hardy, Boot Factory and Factory to You.

Plate Printers delegates increase per capita

Ottawa, Canada

The Plate Printers and Die Stampers raised per capita and re-elected top officers at a convention marking the union's 100th anniversary.

The convention's 17 delegates agreed to raise per capita from $5 to $8 per member per quarter, with additional increases in the defense fund assessment, from $4.50 to $6, and in the mini-fund, from $1.50 to $4. The latter fund helps smaller locals send members to meetings held in non-convention years.

The top four incumbent officers all were returned to office — President Daniel J. Bradley, Secretary-Treasurer James L. Kopernick, 1st Vice President Glen Bow and 2nd Vice President Ken Johnson.

Union members print secure documents for the United States and Canada — currency, food stamps, stocks and bonds — and face workplace threats from the heat, ink and fumes. The delegates agreed to a resolution calling for a safety officer to inspect each locale for potential problems. Union Safety Officer William Brabitz also gave a talk on the subject at the convention.

Delegates were told the union has been selected by the U.S. Department of Labor to the Labor Hall of Fame, and the union plans to celebrate its anniversary and the selection with a dinner-dance in Washington in November.

Ford, OSHA settle injury record dispute

The UAW, Ford Motor Co. and the Occupational Safety and Health Administration have settled on the company's obligations under a disputed 1990 corporatewide agreement.

That three-year-old settlement required Ford to correct its past OSHA safety and health records after conducting a companywide review. Ford declined to comply with it in 1992, prompting the new round of negotiations.

"Ford's agreement to correct past injury records and to audit its plant medical departments in the future marks a significant advance in health and safety," said UAW Vice President Ernest Lofton. "Each plant's work injury records are a key part of identifying and correcting hazardous conditions, especially in ergonomics."

The new agreement enforces and modifies the 1990 pact and requires Ford to conduct the review and correct records from Jan. 1, 1991, through Dec. 31, 1992, and to conduct audits of both the corrected and future records.

"The UAW believes that the unique self-audit procedure in this agreement will work for Ford and should be used by all employers," said Lofton, the director of the union's national Ford department.

The UAW participated fully in the discussions between OSHA and the company leading to the settlement, Lofton said.

Ford agreed to a penalty of $750,000 to be paid before Sept. 15 for its prior non-compliance with an additional $750,000 to be paid if Ford fails future audits of injury and illness records to be conducted in accordance with the new agreement.

The company agreed to continue implementing a computerized recordkeeping system that integrates its payroll and timekeeping system, the company's automated medical record charting system and its OSHA injury and illness recordkeeping system.

Last unit approves NABET-ABC contract

The New York publicists unit of the Broadcast Employees ratified the new agreement between NABET and Capital Cities/ABC, clearing the way for the formal signing of the master agreement.

The publicists unit, which had been the lone holdout, voted unanimously Aug. 18 following five days of intensive bargaining talks. The latest round of talks produced acceptable contract language between the parties that resolved the major issues, including just-cause discharge and seniority.

The offer also contains enhanced buy-out provisions, increased vacation entitlement and a pro-rated bonus payment.

Effective through March 31, 1997, the contract includes wages increases of 3.5 percent next year, 3 percent in the third year and 3.5 percent in the fourth year.

The company also will pay a 5 percent cash bonus to all NABET-represented employees immediately, according to the union.

The unit had voted twice to reject the offer. NABET would not sign the master agreement until all 14 units ratified the agreement.

As part of the final settlement, the parties agreed to withdraw pending charges they had filed against each other with the National Labor Relations Board.

Unions seek standard on prevention of TB

The Labor Coalition to Fight TB in the Workplace has petitioned the Occupational Safety and Health Administration for a safety standard to protect workers from on-the-job exposure to tuberculosis.

The group — comprising AFSCME, the Government Employees, AFT and Service Employees — asked for the development of a permanent tuberculosis standard and the immediate issuance of national enforcement guidelines, which the group first requested in December 1992.

Workers in the fields of health care, social service and criminal justice face particular danger, the group said, noting that the number of U.S. TB cases has increased 20 percent since 1985.

In its petition, the coalition proposes a broad exposure control plan for workplaces, changes in work practices, use of personal protective equipment by workers and such medical surveillance as comprehensive, confidential TB testing of employees.

Cuban union leader freed after 6 months

Rafael Gutierrez, president of the Cuban Workers' Trade Union (USTC), was freed Aug. 23 from jail, where he had been held without formal charges since Feb. 6.

The labor leader was arrested for advising Cubans to boycott the one-slate elections held last February. Reports indicate Gutierrez has been warned to curtail his trade union activities and was put under surveillance.

The AFL-CIO and its affiliated unions, along with the International Confederation of Free Trade Unions and its InterAmerican Regional Organization of Workers, have been working hard to obtain Gutierrez's release.

AFL-CIO President Lane Kirkland described Gutierrez's release as a very positive development, but criticized the Castro regime for threatening to put Gutierrez on trial for exercising free speech.

He noted that two USTC members, Pedro Rubio Balbin and Angela Herrera Carrilo, were taken to prison Aug. 19 for "questioning" and were threatened with prosecution for supporting the election boycott.

Gutierrez is the second Cuban labor leader in the international spotlight in the past month. Mario Chanes de Armas, a founding member of the Cuban Brewery Workers, spent 30 years in Cuban jails and was detained another two years before he was allowed to join his family in America in July.

The AFL-CIO also brought the plight of trade unionist Ernesto Diaz to the attention of world leaders. Diaz was allowed to leave Cuba in 1991 after spending 22 years in Cuban jails.

UFCW informs consumers of Publix employment policies

Albany, Ga.

Food and Commercial Workers in Georgia are conducting informational pickets to educate consumers about the discriminatory hiring practices of the non-union Publix supermarkets.

Publix, a Florida-based grocery store chain that is being investigated by the Equal Employment Opportunity Commission for its poor record of employing women and minorities, also paid $500,000 to settle a federal child labor case with the Department of Labor.

Now the company has come under fire for its policy that all managers and a large portion of its workers be imported from Florida to operate its expanded operations in Georgia.

"Grocery store workers represented by the UFCW have decent paying jobs with employer-paid health benefits," said UFCW representative Milton Jones.

"We do not believe Georgia consumers want to see those jobs destroyed by a Florida company that won't even hire Georgians for top jobs at a store in Georgia," he said.

"We don't need Florida culture, or transplanted bosses from Florida," said Ed Tynes from the Southwest Central Labor Council. "We need to keep jobs — good jobs with decent benefits — for Georgia workers. Publix gives the good jobs to imported workers from Florida and leaves Georgians with the table scraps."

Religious and community leaders have joined in the protest. Rev. H.B. Johnson of the Baptist Ministerial Alliance denounced Publix for "insulting all Georgians with the crude implication that Georgians don't have the 'culture' to be managers or workers for Publix."

The EEOC is investigating Publix after complaints from employees in Florida and Georgia. A survey by the Concerned Consumers of Savannah charged that only 1.5 percent of all store managers were women and/or African Americans.

Under the settlement with the Labor Department, the company promises to prevent minors from operating hazardous equipment, such as scrap paper balers. Publix also agreed to adhere to work hours and time restriction in the child labor provisions of the Fair Labor Standards Act.

The company confessed to allowing 38 minors under 18 to operate, load, unload, or clean hazardous equipment like paper balers and dough mixers. Publix also employed youths as young as 14 and 15 during prohibited times and in excess of permissible hours.

Widening trade deficit straps weak economy

By John R. Oravec

With the foreign trade deficit soaring to $56.6 billion in the first six months of the year, the trading shortfall for 1993 is expected to top $110 billion — the worst mark since 1988.

The first-half merchandise trade imbalance was 55 percent higher than the $36.5 billion gap recorded in the comparable 1992 period. Last year's trade deficit totaled $84.5 billion.

The U.S. trading performance deteriorated sharply in June as the nation ran up a deficit of $12.1 billion, a 44 percent increase from May, the Commerce Department reported. Exports declined while imports surged to an all-time high.

On a balance-of-payments basis, which excludes military goods, the trade deficit widened to $63.7 billion in the first half of the year, the Commerce Department said in a separate report. The second quarter shortfall came in at $34.4 billion, 17 percent higher than the $29.3 billion gap in the first quarter.

Manufactured goods accounted for more than 80 percent of the first-half trade deficit. Before seasonal adjustment, this year's accumulated shortfall in factory-made products worsened to $46.6 billion from $31.7 billion in the first six months of 1992. Imports of manufactured goods rose by $26 billion to $228.2 billion, far outrunning the $6.7 billion rise in exports to $181.6 billion.

Imports continue to take a toll on better-paying U.S. factory jobs as manufacturers slash payrolls.

Since March of 1991, when the economy began to pull out of the Bush recession, the United States has rolled up a total trade deficit of $190 billion. During that period, more than 700,000 U.S. factory jobs went down the drain, including 300,000 in the first six months of 1993, data from the Bureau of Labor Statistics showed.

Economists calculate that for each $1 billion in trade deficit, 25,000 U.S. jobs are lost.

Throughout the Reagan and Bush administrations, the nation's trade deficit averaged around $100 billion a year, including a record $152 billion gap in 1987. The accumulated total deficit between 1983 and 1992 was in excess of $1 trillion.

Under Reagan's trade policies, the United States became the world's largest debtor nation and it remains stuck in that rut.

Overall imports amounted to $285 billion in the first half, compared with exports of $228.4 billion, the Commerce Department data showed.

Despite assurances that Japan would further open its markets to U.S. products, the trade deficit with the Far Eastern industrial power widened to $26.9 billion in the first half from $22.3 billion a year ago. Imports from Japan rose by $4.8 billion to $50.9 billion, while U.S. exports to Japan inched up slightly to $24 billion.

The next largest deficit was with China, rising to $9.5 billion from $7.2 billion a year ago. Imports from China in the first half of 1993 surged nearly 20 percent to $13.5 billion while exports to China rose slightly to $4 billion.

Reacting to China's peddling of missile components and weaponry to Pakistan, the Clinton administration imposed limited trade sanctions on China.

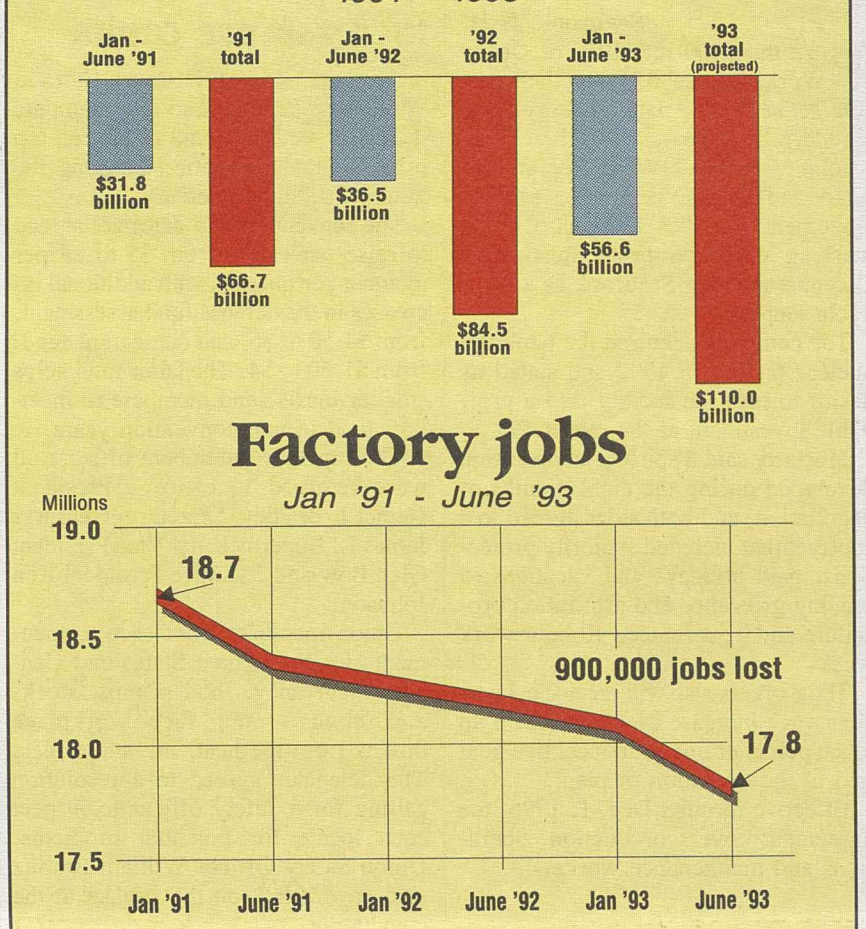
But the sanctions will not apply to imports from China. Rather, they would bar U.S. sales of satellite technology and rocket systems that could be used for military purposes. Analysts suggested that the one-way sanctions could exacerbate the U.S. trade deficit with China.

For years, the AFL-CIO and human rights organizations have pressed the U.S. government to revoke China's most-favored-nation trade status until it conforms to internationally recognized human and worker rights standards.

Earlier this year, the Executive Council pointed out that much of the $26 billion in goods imported from China is produced by slave labor. The council said the worsening trade deficit with China already has caused the loss of 360,000 U.S. jobs.

The United States rang up a $2.6 billion surplus in trade with Western Europe, but it was substantially below the $8.2 billion surplus in the first half of 1992. The U.S. trade surplus with Mexico narrowed sharply to $1.6 billion from $3.1 billion in the 1992 six-month period.

Significant statistics



Imports of manufactured goods have taken a heavy toll in good-paying factory jobs as the U.S. trade deficit widened over the last two-and-a-half years. Since January 1991, the United States has accumulated a foreign trade imbalance of $208 billion. During that period, manufacturing payrolls were slashed from 18.7 million to 17.8 million for a loss of 900,000 jobs.

Trade deficit	
June	$12.1 billion
First half 1993	$56.6 billion
Factory orders	
July	-3.8 percent
Factory productivity — 1992	
United States	+4.6 percent
Canada	+4.2 percent
Germany	+0.6 percent
Britain	+5.1 percent
Italy	+3.7 percent
Japan	-6.2 percent

AFL-CIO NEWSGRAFIC

Source: Commerce Department and Bureau of Labor Statistics

U.S. worker productivity up sharply as compensation lags

American factory workers improved their productivity by 4.6 percent in 1992 to outdo the manufacturing proficiency of most other industrialized countries, the Bureau of Labor Statistics reported.

U.S. workers also increased total output despite working fewer hours. At the same time, unit labor costs declined 1.5 percent at U.S. factories while rising in all other countries except Canada, which stayed the same.

The new BLS report reinforces earlier data showing U.S. factory workers are the most productive in the world, said AFL-CIO economist Bill Cunningham. But he pointed out that American workers continue to lag far behind in total hourly compensation, despite their productivity advantage in manufacturing.

BLS said the 4.6 percent gain in manufacturing productivity resulted from a 3.1 percent increase in output and a 1.4 percent decline in labor hours.

Among major industrialized nations, productivity edged up 0.6 percent in Germany and advanced 4.2 percent in Canada, 3.7 percent in Italy, 2.9 percent in France and 2.6 percent in Denmark.

While Britain's productivity rate rose 5.1 percent last year, BLS noted that its output declined 0.7 percent. Productivity rose 4.7 percent in Sweden, but output tumbled 3.1 percent.

Japan was the only country to post a decline in productivity, which fell 6.2 percent while output plummeted 7.3 percent. Based on national currency rates, the BLS data showed that Japan's unit labor costs soared 11.5 percent.

In addition to Britain and Sweden, manufacturing output dropped in Germany, 1.3 percent; Italy, 0.5 percent; and the Netherlands, 0.4 percent. Gains were reported in France, 0.5 percent; Denmark, 1.6 percent; and Norway, 1.8 percent.

Hourly compensation in manufacturing — which includes wages, supplements and employer-paid benefits — rose 3 percent in the United States last year. Only Denmark and Sweden posted smaller gains, both at 2.8 percent.

BLS said hourly compensation gains were higher in most other countries, ranging from 3.4 percent in France to 6.8 percent in Italy.

According to the German government's Institut der deutschen Wirtschaft (IDW), Germany's factory workers were the highest paid in the world in 1992. Based on U.S. dollars, the hourly labor costs in manufacturing averaged $26.84 in Germany.

At $15.89 an hour in total compensation, U.S. workers were way down the list despite their high productivity rating. The IDW labor costs data ranked U.S. factory workers in 15th place.

Well ahead of U.S. workers were Switzerland $25.15; Norway $24.94; Sweden $24.65; Austria $21.25; Italy $21.09; Japan $19.23; France $17.79 and Canada $17.65. Factory workers in Spain, Britain and Ireland were paid around $1 less than U.S. workers.

In other economic reports:

- Factory orders for durable goods fell 3.8 percent in July to $127.5 billion after rising 4.5 percent in June, although the new bookings for the big ticket items were running 6.5 percent ahead of July 1992.

The Commerce Department also reported that shipments of durable goods dropped 4.2 percent to $129.3 billion and unfilled orders slipped 0.4 percent $434.7 billion. Shipments were up 6.5 percent from July 1992, while unfilled orders were down 7.2 percent.

The overall decline in orders for durables was exacerbated by an 18 percent plunge in the transportation sector to $28.5 billion. Hardest hit were bookings for aircraft, autos and parts.

Newsmakers

Two former labor officials are expected to be named to posts in the Clinton administration. **Magdalena Jacobsen,** formerly secretary-treasurer of the Flight Attendents division of the Air Line Pilots, will join the National Mediation Board, pending Senate confirmation. **Anthony P. Carnevale,** formerly government relations director for AFSCME, is expected to be named chairman of the National Commission for Employment Policy.

Deputy Director **Brian L. Flores** will serve as acting director of the Federal Mediation and Conciliation Service pending Senate confirmation of a new director, said former director **Bernard E. DeLury,** who has resigned to become labor relations vice president for AT&T. President Clinton has announced plans to nominate **John Calhoun Wells** to direct the agency. Flores began his FMCS career in 1977 after working for the Newspaper Guild at local and national levels.

Louis S. Beliczky, hailed by the Rubber Workers as the first professional industrial hygienist to represent trade unions, has retired from the URW. During his 23-year career, Beliczky negotiated and implemented bargaining agreements covering medical surveillance and joint labor/management educational programs. He also served as URW's project director and coordinator of the multimillion dollar Joint Occupational Health Program, which funded epidemiological studies at schools of public health at Harvard and The University of North Carolina.

The U.S. Catholic Conference focused on the words and work of **Msgr. George Higgins** in a Labor Day statement that challenged Catholics to support the church's historical social teaching and to remember that the labor movement is still the best hope for millions of Americans to protect legitimate economic interests.

The Chinese government has revoked the passport of labor activist **Han Dongfang,** seeking to prevent his reentry to China. Joining the AFL-CIO in its protest over Han's treatment, the International Confederation of Free Trade Unions asked its affiliates in 117 nations to petition their governments to pressure China to overturn Han's expulsion order. Han, who spent a year in the United States recuperating from the tuberculosis he contracted while in Chinese prisons, has sought to return to reclaim his railway job and resume his activities of building free trade unions.

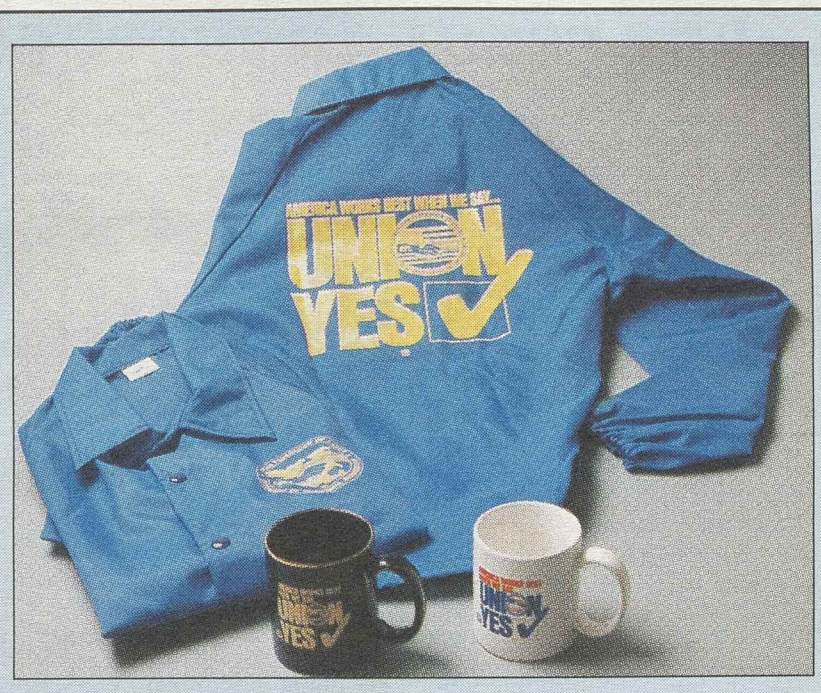
DEATH

Walter L. Sullivan, former secretary-treasurer of the Longshoremen, died Aug. 28. He was 83.

Sullivan, who retired from the ILA in July 1991, began his longshore career in 1933 and worked under four different ILA presidents.

He was appointed the ILA's first welfare director in 1948 and served as chairman of the York District Council of Longshoremen from 1953-1956. Sullivan was secretary-treasurer of the Atlantic Coast District for 28 years before being elected secretary-treasurer of the international.

Sullivan is survived by a daughter, Lois Conley; sons Lanny and Walter; sister, Frances Shea; brother, Gerard Sullivan; seven grandchildren and four great-grandchildren.



New Union Yes items available

Three new Union Yes items now are available for purchase with the order form below. For a catalog of other available items, contact the Labor Institute of Public Affairs at 1-800-242-UNION.

Union Yes windbreaker	**Catalog Number UY133**	
Royal blue unlined windbreaker with Union Yes emblem in gold on back and AFL-CIO seal on front. Available in sizes: large, extra-large and extra-extra-large.	Single	$7.00
	2-9	$6.50 ea.
	10 or more	$6.00 ea.
	Single XXL	$8.50 ea.
Union Yes coffee mug	**Catalog Number UY132**	
Classic navy blue mug with gold trim and Union Yes emblem.	Single	$5.00
	2-9	$4.50 ea.
	10 or more	$4.00 ea.
Union Yes coffee mug	**Catalog Number UY131**	
Americana red, white and blue Union Yes emblem on white ceramic mug.	Single	$4.00
	2-9	$3.75 ea.
	10 or more	$3.23 ea.

AFL-CIO order form

Copy this form if additional room is needed

Description/Catalog Number	Size	Quantity Desired	Price	$ Total

Please allow four weeks for delivery
Mail order form **with check** to:
AFL-CIO, Dept. PMO, Room 209
815 16th St., Washington, DC 20006

$ Subtotal
In D.C. add 6% tax
Total $ enclosed

Ship to:
Name: _____
Organization: _____
Street _____
City\State\ZIP: _____

Note: May we please have your daytime phone in case we have a question on this order? area code _____ phone number _____

George Meany Center for Labor Studies

The George Meany Center for Labor Studies will offer the following workshops and programs during September and October:

Organizing Techniques I (Sept. 12-17) — A review of key elements of an organizing campaign, including targeting house calls, picking winning issues and developing plant committees.

The Law of Union and Contract Administration (Sept. 19-24) — This course teaches the basics of private-sector labor law as well as current developments in such areas as duty of fair representation, arbitration law and equal employment opportunity obligations.

AIDS in the Workplace (Oct. 3-7) — A workshop to equip labor leaders and educators with strategies for training union members about HIV/AIDS and how to respond effectively to the broad range of HIV/AIDS issues that surface in the workplace.

Advanced Arbitration (Oct. 3-8) — An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Records Management and Preservation (Oct. 12-15) — A workshop designed to acquaint participants with record creation, management, preservation and use of such material in a historical context.

Teaching Techniques for Labor Education (Oct. 17-22) — A class to demonstrate techniques commonly used in labor education for those who teach in union conferences, summer schools or night classes.

Effective Speaking (Oct. 17-22) — A workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

Standards of Discipline and Discharge in Arbitration (Oct. 24-29) — An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Negotiating Contracts With State and Local Agencies (Oct. 24-29) — An institute with sessions on budget analysis, pressure tactics, third-party intervention, dimensions of bargaining, bargaining preparation and a videotaped simulation.

Family and Medical Leave Act: What You Need To Know (Oct. 29) — This one-day conference will explore the rights for working people under the new law, how it is enforced and its impact on collective bargaining agreements.

Organizing in the Construction Industry (Oct.31- Nov.5) — A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

For more information about labor studies programs, write or telephone the registration office at the George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. FAX 301/434-0371.

Resources

CONFERENCES

The AFL-CIO Department of Economic Research and the New York State School of Industrial and Labor Relations of Cornell University are sponsoring the **1993 Union-University Conference on Labor Law Reform** Oct. 24-26. Contact the AFL-CIO Department of Economic Research, 815 16th St. N.W., Washington, D.C. 20006.

The AFL-CIO Human Resources Development Institute national conference on employment and training will be held in Miami at the Doral Hotel Dec. 12-14. Contact Emily Silver, 202/638-3912.

The AFL-CIO Human Resources Development Institute, in cooperation with the National Governors' Association, is sponsoring **Early Intervention: A Seminar on Best Practices for Enhancing Worker Readjustment Services** Sept. 12-13 at the Westin Hotel, 909 North Michigan Ave., Chicago. Registration is $315, payable to the NGA. To register, write: Early Intervention Seminar, NGA Center for Policy Research, 444 North Capitol Street, Suite 267, Washington, D.C. 20001-1512.

PUBLICATIONS

The AFL-CIO Department of Community Services has published two booklets **If You Think Unions are only Interested in Wages and Benefits, Think Again** and **Helping to Overcome Addiction**. Contact the Department of Community Services, 815 16th St. N.W., Washington, D.C. 20006.

Labor ready to meet challenges, Kirkland says

Continued from Page 1

parently is not the way it's going to shake out, so we will marshal our resources and our efforts along two tracks.''

Kirkland said labor seeks, but the national law inhibits, the desire ''to bring to working people the opportunity to have a voice and be represented by a union of their own choosing,'' saying that ''conditions and procedures that have been given to us...are impediments.''

''Collective bargaining continues to be the most compatible method of problem-solving in the workplace,'' he said. ''And yet, we permit under law all sorts of obstacles to be thrown in the path of getting there. If we had a full opportunity to organize in a fair and quick way, I guarantee you the trade union movement would embark very shortly on a very extraordinary period of growth.''

Kirkland said he hoped to see constructive results from the Commission on the Future of Labor-Management Relations, chaired by former Secretary of Labor John T. Dunlop.

''I believe the Dunlop Commission should examine the realities of the current situation in the light of one guiding principle — and that is the goal of strengthening collective bargaining in this country and enhancing the right of working people when they choose to have a voice and to be represented by a union.''

Kirkland said there were really only three ways of resolving problems in the workplace. ''One is employer dictation, another is government dictation and the third is collective bargaining. There is no alternative to trade unionism — none — that is acceptable and compatible with our society.''



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland answers a question during a Labor Day roundtable interview with reporters.

The impediment to cooperation has never come from workers, he said. ''The obstacles to workplace cooperation is not collective bargaining, it is not the trade union. The only real obstacle that stands in its way is the fact that such a wide sector of the American employer community does not want a genuine voice for workers.

''They don't want it,'' he said. ''Cooperation in their view means that they decide what they want to do and workers cooperate without a role in those decisions and without the capacity to assert a voice.''

Kirkland said the purpose of national labor laws ''is to encourage collective bargaining as a means for the voluntary resolution of disputes and a voluntary solution of mutual problems.''

If the Dunlop commission ''reinforces that proposition and proceeds from there, then we will get somewhere,'' he said.

On health care, ''the president has pointed the nation in the right direction,'' Kirkland said. ''We hope and expect his program will end the runaway costs that now threaten the health benefits of all who are fortunate to have them.''

He also touched on the struggle in the Senate to bring to a vote S. 55, the Workplace Fairness Bill, and said there were no discussions under way regarding a possible compromise.

''We are still scratching for the votes we need while anticipating a filibuster — 60 votes,'' Kirkland said. ''I can't tell you at the moment that we are there, but we are still working on it.''

''We have no illusions,'' Kirkland said in his Labor Day message. ''We expect a tough fight for the Workplace Fairness Act, for health care reform and to stop NAFTA.

''Workers, their unions and fair-minded employers will be pitted against the congressional gridlock artists and those who oppose change because they benefit handsomely from things as they are.

''We will not take no for an answer,'' he said, ''and we will not quit until our nation is reset on the path of solid growth and decent jobs that benefit all Americans.''

VOLUME 38, NUMBER 19
SEPTEMBER 6, 1993

AFL-CIO NEWS

INSIDE

1 ***Unionists spread 'No NAFTA' message***
Union members use Labor Day to spread the word on the North American Free Trade Agreement, with ''Tell Congress No NAFTA'' the message of the day.

2 ***UAW selects Ford to begin auto talks***
Talks open between the UAW and Ford Motor Co. to replace the contract that expires Sept. 14. Health care, job security and pensions are among the top issues.

3 ***Labor gears up for health reform***
The AFL-CIO is working to build coalitions and to energize the grass roots for mobilization while waiting to see President Clinton's plan for health care reform.

4 ***Air unions offer buyout proposal***
Unions at United Airlines offer nearly $3.4 billion to help shore up the carrier's sagging finances; Flight Attendants step up ''CHAOS'' strategy against Alaska Air.

5 ***Health care workers win hospital pact***
Service Employees ratify a three-year agreement at Mercy Hospital in Wilkes-Barre, Pa., a contract the union hopes will serve as a model for the nation's health care industry.

10 ***Trade gap widens at near-record pace***
The nation's trade performance steadily declined in the first six months of the year, making it likely that the 1993 trade gap will top $110 billion, the worst since 1988.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

9/6/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 20 SEPTEMBER 20, 1993



Trade unions send a strong Labor Day message to Congress. Roundup and photos, **Pages 6-7.**

'NAFTA sells out American families'

By John R. Oravec

There is no consensus in Congress for the North American Free Trade Agreement.

That point was clearly affirmed when key congressional leaders joined with unionists and environmentalists to denounce the fatally flawed North American Free Trade Agreement.

House Majority Whip David E. Bonior (D-Mich.) stamped the left-over measure from the Bush administration ''a bad deal — a sellout of working families in Mexico, Canada and the United States.''

Citing a wide disparity in wages, economic and environmental standards between the countries, Bonior said defective side accords on labor and environmental standards negotiated by the Clinton administration leave NAFTA fundamentally flawed.

''Rather than raising the standard of living of workers throughout North America,'' he said, ''NAFTA is an endorsement of the arrangements that have already sent hundreds of thousands of American jobs to Mexico, polluted the border area and kept the vast majority of Mexico's citizens impoverished.''

Other Democratic leaders in the House and Senate voiced similar points in response to President Clinton's kickoff campaign to get the trade pact through Congress. Clinton was joined by former presidents George Bush, Jimmy Carter and Gerald Ford at a White House ceremonial signing of NAFTA side accords.

At a Capitol Hill press conference, AFL-CIO Secretary-Treasurer Thomas R. Donahue said, ''now that the side agreements have been completed, we can see the entire NAFTA package for what it is. It would pave the way for hundreds of thousands of U.S. workers to lose good jobs, and for Mexican

Continued on Page 9

Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses news conference on NAFTA, accompanied by (from left): Reps. Marcy Kaptur and William D. Ford, Sierra Club Chairman J. Michael McCloskey and Rep. David E. Bonior.

Health care reform battle lines drawn

By Colleen M. O'Neill

Organized labor is ready to help move health care reform to the top of the nation's legislative agenda, AFL-CIO President Lane Kirkland said.

He outlined the federation's planned efforts on behalf of health care reform Sept. 15 in a joint Capitol Hill news conference with other members of The Health Care Reform Project, a coalition that collectively represents some 50 million Americans.

The week before President Clinton was expected to unveil his health care proposal, Kirkland also sent a warning shot across the bow of the defenders of the status quo.

''We do not expect the profiteers under the current system to go gently into the good night,'' he said. ''We know they have a great deal of money and that they're prepared to use it to spread distortions and create public confusion about health care reform.''

Kirkland noted the Health Insurance Association of America already has been running an ''apocalyptic'' television ad implying that President Clinton's plan would bring benefit reductions and limits on choice to the middle class. He said if HIAA wanted to be a responsible participant in the debate, it would pull the ad.

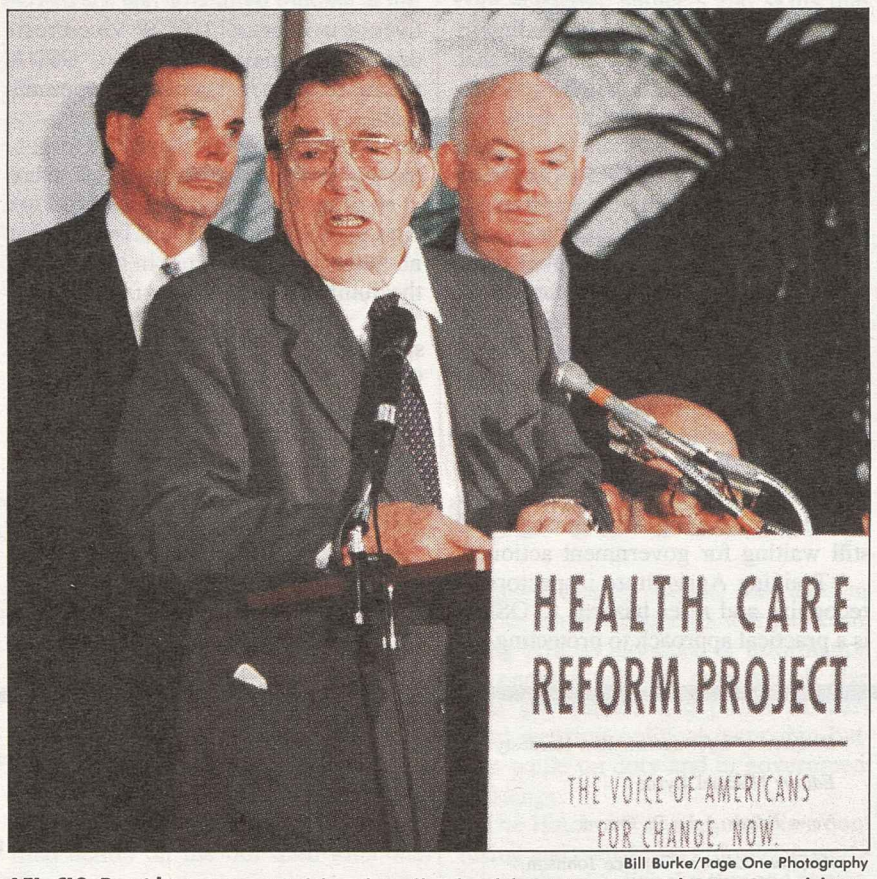
''Unfortunately, with their millions, provided largely by working people through their premiums, the vested interests will probably continue to saturate the airwaves with misleading ads — day after day, the truth be damned.

''We intend to see that they do not get away with it.''

Kirkland was joined at the news conference by Service Employees President John J. Sweeney, chair of the AFL-CIO Health Care Committee, AFSCME President Gerald W. McEntee and National Education Association Secretary-Treasurer Marilyn Monahan.

Other speakers included John Rother of the American Association of Retired Persons, who served as moderator; Lena Archuleta of the AARP board of directors; Margaret H. Jordan, vice president of Southern California Edison Co.; Becky Cain, president of the League of

Continued on Page 4



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland is flanked by Vice Presidents Gerald W. McEntee of AFSCME and John J. Sweeney of the Service Employees as he outlines labor's plans to mobilize for health care reform.

Strikebreaking spawns tragedy in small town

Deaths underscore need for S. 55

By James B. Parks and Muriel H. Cooper

The devastating impact on communities from the ''permanent replacement'' of striking workers became frighteningly clear Sept. 7 in Columbiana, Ala., where two picketing Steelworkers were run down and killed by a truck.

''It's tragic beyond belief that two men had to die to underscore the need for a national law to ban the hiring of permanent replacement workers during work stoppages,'' USWA President Lynn Williams said.

Dead are Keith Cain, 23, of Columbiana, and Walter Fleming, 55, of Vincent, Ala. They were killed when truck driver Larry Gray plowed into the men, who were picketing at the National Standard Plant in Columbiana. Gray was charged with two counts of murder and one felony count of leaving the scene of an accident.

USWA District 36 Director Richard H. Davis believes the deaths could have been prevented. ''Our members asked Shelby County authorities back on June 14 to provide a sheriff's deputy on site, but they were told there was insufficient manpower,'' Davis said.

''The company did nothing to help

Continued on Page 12

Unions make cooperation work, panel told

By Rex Hardesty

Workplace cooperation guru Jerome Rosow told a federal commission that it might be possible to have worker-management cooperation in a non-union workplace but such ventures are "30 percent more efficient" with a union.

Rosow, president of the Work in America Institute and one of the pioneers of the redesigned, cooperative workplace, said the security of a union makes workers more willing to express themselves freely. And in addition to giving them a voice, their union gives those workers access to a share of gains from the higher productivity they create, he said.

Rosow was the anchor in a five-part presentation to the 10-member Commission on the Future of Worker-Management Relations, chaired by Prof. John Dunlop of Harvard and appointed by the Clinton administration to find the path to a "high-wage, high-skill" future for the U.S. workforce.

The other four parts of the Sept. 15 session were presentations of labor-management cooperation, three from the manufacturing sector and one from the service sector. The service-sector example was described by AT&T and the Communications Workers.

The manufacturing presentations were by National Steel and the Steelworkers, the Scott Paper Co. and the Paperworkers and by the non-union Toyota Co. of Georgetown, Ky.

Dunlop asked Rosow why only a tiny percentage of U.S. employers adopt worker involvement programs — about 2 percent according to Rosow. "If you're the boss and you don't have a union, it's highly difficult to share power," Rosow said.

"If you're the boss and you don't have a union, it's highly difficult to share power."

— Jerome Rosow, president, Work in America Institute

Rosow also discussed management that gives preeminence to capital or technology over the human element. Dunlop has made the same point in his writings — financial officers, not the human relations vice presidents, are the ones who become chief executive officers.

The Sept. 15 session was the fourth meeting of the commission, which has field hearings next on the docket, starting Sept. 22 in Louisville, Ky., with presentations from Ford Motor Co., Philip Morris, Louisville Gas and Electric and Alliant Hospital. That will be followed by an Oct. 13 hearing in East Lansing, Mich.

Steelworkers President Lynn Williams said U.S. steel production was in a "period of wrenching change" and plants were producing at only 50 percent of capacity when National Steel and USWA laid the groundwork for cooperation. Their 1983 contract created a joint steering committee, and problem-solving was tackled prior to going back into bargaining in 1986.

That proved critical because relations began without the harsh pressure of a new contract. A Japanese model was studied and two consultants kept the parties at it. Today, both parties remain "convinced that our best chance lies in the team approach," even though the National experience for the seven years is a net loss.

"National, like other major domestic producers, continues to be plagued by high costs, eroding markets and overseas competition that does not always play by established U.S. rules," the written report to the commission said. "As a result, the company has shown a net loss of more than $30 million during the seven-year period" and is still plagued by the "extremely slow recovery from the 1990-91 recession."

A firm that chases low wages around the globe has an obvious short-term advantage over a firm like National that is investing for the long haul, which amplifies the point Rosow and Dunlop made about the tiny number of cooperative U.S. firms.

Paperworkers Vice President Donald Langham described a system of "jointness" that began in 1989 and varies in structure among the seven Scott paper mills. The joint effort is governed by a "declaration statement" and has a 12-member advisory committee. UPIU units bargain separately with Scott.

The committees were set up at a time of inordinate change in the paper industry, labor and management representatives testified. They said they found that workers will encourage workplace changes "as long as they fully participate in the decision-making process and as long as better business results are reasonably shared" with them.

Like the Steelworkers, CWA has developed worker involvement program through its contract with AT&T, CWA President Morton Bahr said. Bahr introduced two telephone workers with contrasting stories — one who works for AT&T Network Systems and one from the stifling atmosphere at Sprint, which prevents independent worker voice.

Bahr described the current Workplace of the Future plan with AT&T as an outgrowth of several other initiatives in workplace cooperation, most of which were thrown into chaos by 10 years of turmoil following federal orders to break up AT&T.

"While we were unable to achieve card check and employer neutrality at all AT&T entities," Bahr said, the willingness of AT&T to accept independent worker involvement through card check union recognition at some of its units bodes well for cooperation in the future.

"Workplace of the Future allows CWA members to be partners with the company on changes and company decisions," said Yvonne Leary, who works in a 255-person clerical unit near Baltimore that she helped organize and that received card check recognition.

"We will now have a voice on the everyday running of the business and we will be starting a safety committee that will be addressing problems like carpal tunnel syndrome," she said.

In contrast, Tunja Gardner of Sprint's service center in Dallas also has helped organize for CWA, but "it's out of the question that management would ever meet with our organization, no matter how reasonable our request. They are simply opposed to employees having an influence independent of management."

Government slow to learn fatal lesson of Hamlet fire

Two years after 25 workers were killed in a Hamlet, N.C., chicken processing plant fire, workers still are waiting for the federal government to improve inspection standards.

Although North Carolina did respond in the wake of the tragedy, much remains to be done. The state passed 12 bills that increase funding for workplace safety and require safety and health programs and committees in high hazard workplaces.

"One lesson from Hamlet is that we can't let industry police itself," said AFL-CIO Occupational Safety and Health Director Peg Seminario. "We need to empower workers to identify job hazards and have a voice in correcting them without fear of losing their jobs."

Legislation to reform the 1971 Occupational Safety and Health Act — H.R. 1280 and S. 575 — is pending in Congress. Unions have pointed out that the 1991 fire at the Imperial Food Co. plant revealed the urgent need for reform.

While Agriculture Department (USDA) poultry inspectors checked the plant's chicken production several times a week before the fire, OSHA inspectors failed to visit the plant once in its 11-year history, the Food and Commercial Workers noted.

UFCW members received promises from USDA representatives that the department would work with OSHA to train food inspectors to look for workplace hazards and report them to OSHA. Two years later, the union is still waiting for government action.

"Training Agriculture inspectors to recognize and refer hazards to OSHA is a practical approach to protecting the lives of workers," UFCW Vice President Phil Immesote said. "USDA seems to have forgotten its commitment.

"We in the UFCW have not forgotten the workers or their families —there is no more fit memorial to the workers who died than for us to make sure that no other workers are put in jeopardy in the future." Immesote said.

"A government commitment is essential to protecting the lives of workers . . . non-union workers are dependent on government for their safety and health. As we have learned from Hamlet, workers cannot rely on the goodwill of their employers," he said.

OSHA has drawn up a draft agreement for the USDA inspectors' training, but Agriculture officials have so far refused to sign the draft — to the chagrin of even USDA inspectors.

Dave Carney, a leader of the union representing USDA inspectors, said, "We support an agreement with OSHA that would give us the training to spot hazards and establish a regular mechanism to report the hazards. It's just common sense . . . we need to know what to do to make sure hazards don't cost any more lives."

Unfortunately, safety inspectors apparently haven't been doing their jobs since the Hamlet disaster. A non-profit group investigating North Carolina's poultry industry reports that safety guidelines still aren't being followed at processing plants in the state.

Alleged violations include fire paths blocked by boxes or machinery, filthy and slippery floors, and implicit threats of firing of injured workers at several plants.

— Press Associates

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 20 — MONDAY, SEPTEMBER 20, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

LEGISLATION

Training plan gets high marks

By Candice Johnson

The Clinton administration is getting good marks from labor on its plan to enhance job and skill training for students.

President Clinton outlined elements of his proposal, the School-to-Work Opportunities Act of 1993, during a tour of Opportunity Skyway, a pilot school-to-work project in Georgetown, Del.

The initiative — S. 1361 and H.R. 2884 — is designed to improve students' academic and occupational skills to better prepare them for the workplace of the future.

The nationwide program would be jointly administered by the departments of Labor and Education. It would be geared toward the majority of students who don't attend or graduate from college, teaching both employment-based skills through work experience programs and school-based skills by emphasizing key areas of academic instruction.

About three-quarters of today's young workers do not have college degrees, the Labor Department estimates.

AFL-CIO Education Director Dorothy Shields, who toured the Delaware school with the president, said the labor movement supports the plan as a critical element in the campaign to build a high-skill, high-wage workforce.

"Organized labor has a special expertise in developing work-based and school-based education that meets challenging academic standards," she said. She noted that many AFL-CIO unions, working with employers, have established "exemplary apprenticeship and other training programs — in manufacturing, services and transportation — that yield truly world-class results."

The labor movement is more than willing to work in "true partnerships that rely on the knowledge of workers and their unions," she said.

> *"The labor movement is willing to work in true partnerships that rely on the knowledge of workers and their unions."*
>
> **— Dorothy Shields, AFL-CIO Education Director**

"This initiative shows the commitment of the Clinton administration to a goal that AFL-CIO workers and their unions have long championed: education enabling students to serve their communities and our country, and to excel in good jobs," Shields added.

The school-to-work initiative would establish national skill and achievement standards, with states designing their own plans to implement the program. The legislation allows for flexibility for local areas to determine their own programs, based on local needs and in response to a changing economy and labor market.

On all levels, the effort is built on a partnership among schools, unions, employers, state and local government and community organizations, to give all young Americans the opportunity to participate in a high-quality, performance-based program, the Labor Department and Education Department said in a joint statement.

The program will include paid work experience and structured training at the job site, as well as a mentor program. It will encourage students to stay in school by demonstrating the strong link between school and work. By working with an employer, a student can see the value of classroom training, the departments said.

In guidelines adopted in May, the AFL-CIO called rebuilding America's primary and secondary education system "the single most important thing government can do for both the business community and the next generation of workers."

The federation advocated a structured program built on high standards, with a recognized certificate or credential to indicate that a particular skill level has been achieved. Safeguards should be built in to ensure that the programs do not interfere with basic academic needs.

"Successful school-to-work training programs exist today in various registered joint apprenticeship programs, particularly in the organized building trades. These programs work well" and should not be undermined, the guidelines state.

Last month, in a joint statement with Education Secretary Richard Riley, Labor Secretary Robert B. Reich said the nation's lack of a national school-to-work assistance program "creates tremendous expense for business and long-term consequences for the economy."

This program "will help put us all on the road to better jobs and greater economic security," he said.

Riley noted that the United States is the "only major industrialized nation with no formal system for helping our young people make the transition from the classroom to the workplace."

"Building a world-class American work force first starts with building a world-class American education system," he said.

"A new generation of workers prepared for high-skilled, high-wage jobs primarily will come from a restructured American education system that produces students with a firm grounding in core academic subjects and skills that have currency in the labor market," he added.

Larry Perlman of the Business Roundtable and two students, along with Reich and Riley, also joined the president at the school.

The Opportunity Skyway program, one of several projects operating in six states, prepares students for careers in the aviation industry.

The School-to-Work Opportunities Act has won bipartisan congressional support and the backing of labor, business, community and education groups.

Hatch Act reform a step closer to reality

By Mike Hall

Reform of the Hatch Act moved one step closer to reality when House leaders agreed to accept the Senate version of a bill that restores many political rights to some 3 million federal and postal workers. The House may vote on the legislation the week of Sept. 20.

The Senate version of the bill is slightly narrower in scope than the House version. But both bills establish a broad range of freedoms for workers who for 54 years have been prohibited from engaging in activities other Americans take for granted, such as handing out campaign literature, soliciting votes or holding office in a political party.

Rep. William L. Clay (D-Mo.), chairman of the House Civil Service and Post Office Committee and the bill's chief sponsor, said he recommended taking up the Senate bill in order to avoid "indeterminate delay" in getting the bill to the White House for President Clinton's signature.

Senate Republican opponents have tried to stall the bill since it went to the Senate floor in July. Although they did not have the votes to sustain a filibuster, they offered a series of amendments designed to prolong the process.

After the Senate approved the bill by a 68-31 margin, Sen. William Roth (R-Del.) objected to the routine procedure of appointing conferees and delayed final action on the bill until after the August recess.

The legislation would restore the right of some 3 million federal and postal workers "to be politically active on their own time and away from work. It also maintains and improves the protection against coercion of, or by, federal and postal employees," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to the Senate.

Currently, postal and federal employees are prohibited from participating in a variety of political activities, not just on the job, but during a worker's free time as well.

The legislation continues the ban against soliciting political contributions on the job and prohibits workers from using official influence or information for partisan political purposes. It also bans government and postal workers from wearing political campaign buttons while on duty and in government buildings.

The Hatch Act has resulted in a confusing and complex set of rules governing workers' political rights and restricting their activities.

For example, workers are allowed to go anywhere in the country to a political rally for a particular candidate, but they cannot pass out campaign literature for that candidate in their own neighborhoods.

Federal and postal workers can contribute money, but they are not allowed to volunteer their time to answer phones or stuff envelopes.

About 85,000 members of the Senior Executive Service and workers at intelligence and law enforcement agencies are exempt from the law's provisions.

Capitol Digest

Unions representing federal workers called on the House of Representatives to approve legislation that would strengthen the Whistleblower Protection Act, which protects government employees from retaliation for reporting waste, fraud and abuse.

H.R. 2970 also would reauthorize the Office of Special Counsel, which processes the complaints. In certain cases, the bill would allow employees to obtain relief through other means.

The other avenues are necessary because OCS has "all too often proven unsympathetic or ineffectual," Government Employees' General Counsel Mark Roth told a House Post Office and Civil Service subcommittee Sept. 14.

The bill would allow employee complaints of prohibited personnel practices to be processed as part of a negotiated grievance procedure. Arbitrators could order corrective or disciplinary actions much more quickly than the courts, OCS or the Merit Systems Protection Board, Roth said.

Elsewhere on Capitol Hill:

NATIONAL SERVICE — In one of its first actions after returning from the summer recess, the Senate approved the National Service Act conference report by a 57-40 margin on Sept. 8. The bill now goes to President Clinton for his signature. The bill retained language preventing the displacement of regular workers by volunteers. The act will award educational grants and stipends to volunteers who perform various types of community services.

WORKPLACE MONITORING — A law that would prohibit abuses and regulate electronic monitoring in the workplace is an important priority, AFL-CIO Legislative Director Robert M. McGlotten said. McGlotten wrote to all senators urging them to cosponsor the Privacy for Consumers and Workers Act, S. 984. Employers regularly eavesdrop on telephone conversations or monitor the actions of millions of employees through the use of video cameras in work areas and break areas and through the counting of keystrokes and other work functions. In some cases, workers using computer keyboards are subjected to subliminal messages that urge them to work faster. The bill, introduced by Sen. Paul Simon (D-Ill.) is a "simple and reasonable solution," to the problem, McGlotten said.

HIGH-TECH JOBS — The AFL-CIO urged the Senate to restore funding for two high-technology projects, the Integral Fast Reactor (IFR) program and the superconducting super collider in the FY 1994 Energy and Water appropriation bill. Terminating development of "this technology at this point would assure that high quality jobs for Americans will disappear as this advanced technology migrates overseas, probably to Japan," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the Senate committee marking up the bill.

Partnership is key to 'reinventing' government

By Colleen M. O'Neill

A proposal for a strong partnership between worker representatives and the government helped win the qualified support of organized labor for Vice President Gore's initiative to reinvent government.

"We look forward to working through the National Partnership Council to bring about better labor-management relations throughout the government," AFL-CIO President Lane Kirkland said Sept. 7 after the National Performance Review findings were released.

The results were compiled in a report titled "From Red Tape to Results: Creating a Government that Works Better & Costs Less." Government Employees President John Sturdivant praised the call to create the NPC, comprising labor leaders and agency officials.

But while the plan drew praise for the role it proposes for government as employer, unions were not so supportive of the proposed role for government as regulator — particularly in job safety and health and in the treatment of railroad retirees.

The NPC would develop proposals to reform the government's hiring, classification and appraisal systems, improve government training and development programs, enhance family-friendly workplace programs, improve workplace due process, focus on government equal employment opportunities and eliminate excessive red tape.

"This will be an important first step toward ending 30 years of adversarial relations between federal unions and the executive branch, which have gained nothing and cost Americans millions in wasted taxpayer dollars," Sturdivant said.

The report calls for a reduction of 252,000 employees, mainly through attrition and buyouts, and targets workers in the personnel area, field and regional offices and, in particular, middle management. In addition, it recommends actions to streamline budgeting, procurement and regulation of programs.

The report calls specifically for the reduction in the number of managers in the government from a ratio of 1 to 7 to 1 to 15.

The report also urges the broadening of the collective bargaining process in the federal sector to include the numbers, types and grades of employees needed to accomplish the government's objectives, as well as the hours of work and the methods and means of performing that work.

In other areas, the AFL-CIO expressed agreement with the proposal to raise the Davis-Bacon Act threshold from $2,000 to $100,000. However, the federation supports that limit for new construction only, and supports legislation — H.R. 1231 and S. 627 — that would raise the threshold to $15,000 for repair and rehabilitation work.

Other aspects of the Gore report raised concerns for labor. One provision called for the use of "neutral" third parties or workers to conduct safety inspections, without establishing joint worker-management safety and health committees as set forth in OSHA reform legislation supported by the AFL-CIO.

"If we've learned anything, we've learned that government needs to take a more active role in the safety of the workplace," said AFL-CIO Occupational Safety and Health Director Peg Seminario.

"The task force wants to 'reinvent' OSHA, which means do away with it," Oil, Chemical and Atomic Workers President Robert E. Wages said. "We want to keep it and make it stronger."

Food and Commercial Workers President William H. Wynn also objected to OSHA recommendations, charging that the report "resurrects the failed policies of the Reagan-Bush administrations — policies that jeopardized workers' safety and health and even cost workers their lives."

"The solution to OSHA's scarce resources is contained in the OSHA reform legislation," he said.

The AFL-CIO Transportation Trades Department said the report's proposal to transfer management of the Railroad Retirement System to the Social Security Administration would reinvent chaos, not government.

"Now is not the time to destroy a system that has delivered much-needed pension benefits to millions of hard-working men and women in the railroad industry," TTD President Walter J. Shea said.

"The Railroad Retirement System is being efficiently administered with less than 1 cent of each dollar of contributions going toward the cost of administration; this performance is superior to that of most federal and private entities," he said.

Shea also noted the administrative costs of the retirement benefit system are funded wholly by employer/employee contributions through collective bargaining, not by the federal government.

Railroad retirees made their displeasure known to the White House by jamming the switchboard with thousands of calls, prompting the shutdown of one incoming line.

The panel's plan for the Employment Service also captured organized labor's scrutiny. In its statement on the report, the AFL-CIO said it supported "expanding the responsibilities of the Employment Service by requiring employers to list all their openings with that service. We oppose the delivery of services to the unemployed through multiple service providers."

Gore report emphasizes crucial role of unions

The National Performance Review listened to federal employees and their unions, who asked for a full stake in government. In calling for the creation of a joint labor-management National Partnership Council, the document notes the contributions of organized labor:

"Corporate executives from unionized firms declare this truth from experience: No move to reorganize for quality can succeed without the full and equal participation of workers and their unions. Indeed, a unionized workplace can provide a leg up because forums already exist for labor and management exchange. The primary barrier that unions and employers must surmount is the adversarial relationship that binds them to non-cooperation. Based on mistrust, traditional union-employer relations are not well-suited to handle a culture change that asks workers and managers to think first about the customer and to work hand-in-hand to improve quality.

"The current context for federal labor-management relations, Title VII of the 1978 Civil Service Reform Act, presents such a barrier. In 1991, the GAO concluded after an exhaustive survey of union leaders, government managers, federal employees and neutral experts, that the federal labor-management relations program embodied in Title VII 'is not working well.' GAO characterized the existing bargaining processes as too adversarial, bogged down by litigation over minute details, plagued by slow and lengthy dispute resolution and weakened by poor management.

"We can only transform government if we transform the adversarial relationship that dominates federal union-management interaction into a partnership for reinvention and change."

Coalition emphasizes need for health care reform now

Continued from Page 1

Women Voters; and Dr. John M. Tudor Jr., president of the American Academy of Family Physicians.

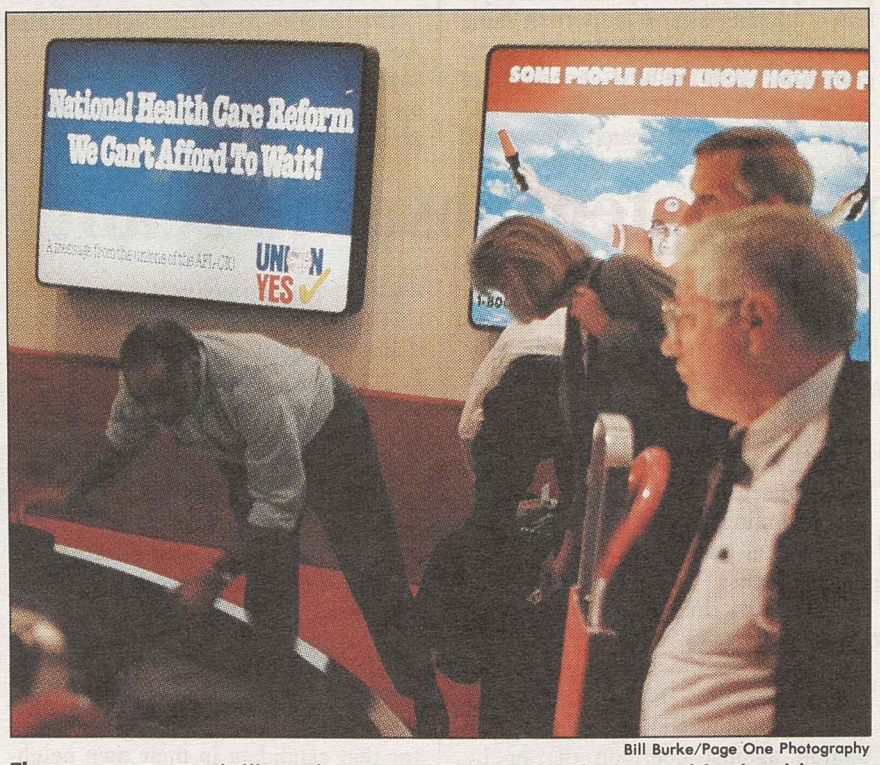
The coalition is "the face of America seen from every angle and in every light," Archuleta said. She and others described the urgency of healing a system that has failed the nation's families and the economy.

"The question no longer is 'Why do we need health care reform?,' but 'How fast can we get reform so we can have the quality, reasonably priced coverage we all need?,' " Cain said.

The Health Care Reform Project is a non-partisan coalition of labor, consumers, business, seniors and providers whose members are committed to comprehensive reform of the U.S. health care system.

The group advocates the passage of legislation that would:

- Assure all Americans comprehensive and affordable health care coverage.
- Slow the growth of health care inflation by eliminating waste, fraud and overcharging.
- Improve the quality of health care for all Americans.
- Make the health care delivery system better serve the needs of people and communities and stress health and wellness.
- Simplify billing and record-keeping for patients and providers.
- Protect consumers by preserving choice of providers and assuring representation on decision-making bodies.
- Promote the coordination of services across the continuum of care, including acute and chronic illnesses.
- Provide adequate and equitable financing.



Bill Burke/Page One Photography

Three new AFL-CIO billboards promoting the immediate need for health care reform have been placed in Washington's National Airport, frequently used by members of Congress.

The project has not endorsed specific legislation, but plans to work with the administration, Congress, other interested organizations and the public to support proposals that will achieve its objectives.

Kirkland said the federation was "preparing to work with our allies assembled here and all others who share our vision of affordable health care for all."

He outlined labor's Legislative Action Committees and told of mobilization efforts going on across the country in preparation for the health care fight.

"We've been in this struggle for a long, long time," Kirkland told reporters, "and we'll use whatever resources we need" to win comprehensive reform.

The millions of trade unionists and their families across the country "know the truth and can separate fact from fiction," he said.

"Union members see and feel the inequity and waste of the current system. They understand the intolerably high cost of inaction.

"They know America needs a comprehensive solution to the health care crisis and they're willing to fight for it. They are the troops in this historic campaign for health care reform. And they're going to win it."

Coal dispute urgency seen in Usery appointment

By James B. Parks

The federal government stepped up its efforts to help resolve the four-month-old strike by the Mine Workers against the nation's coal operators by appointing a special mediator in the dispute.

The appointment underscores the importance of the issues involved in the strike, union leaders said.

The new mediator, former Labor Secretary W. J. Usery Jr., brings ''additional status, ability and a special knowledge of the industry to the bargaining table,'' Labor Secretary Robert B. Reich said. Acting as a special mediator, Usery was instrumental in settling the 1989 UMWA strike at Pittston Coal Co.

''I urge both parties to dedicate themselves completely to reaching a fair and equitable settlement, and to do so quickly,'' Reich added. ''It is my hope that any settlement will include a commitment by both parties to a less adversarial and more cooperative future.''

Both sides in the dispute are meeting separately with Usery to brief him on the issues in the strike, said UMWA spokesman Greg Hawthorne. The Federal Mediation and Conciliation Service will continue to participate fully in the talks, Reich said.

The UMWA began a selective strike against the Bituminous Coal Operators Association May 10 over the owners' unfair labor practices. Some 17,000 miners are now on strike in seven states.

The main stumbling block is job security for UMWA members, whose work is mainly in older mines where the supply of coal is being exhausted. The union wants UMWA members to be hired for jobs at new mines, where coal companies are setting up double-breasted operations in an effort to avoid a worker voice in new operations.

Usery's appointment comes less than a week after UMWA President Richard L. Trumka completed a four-state Labor Day bus tour to mobilize public support.



Clayton Silver

Mine Workers President Richard Trumka ended a four-day bus tour with a Labor Day address in Evansville, Ind.

The tour, which began with a kickoff rally at the union's headquarters in Washington, was culminated by a mass rally on Labor Day in Evansville, Ind., featuring Trumka and Gov. Evan Bayh.

Speaking to reporters before the Evansville rally, Trumka warned the BCOA against bringing in replacement workers. ''If there are replacement workers, it will create an environment where the chance of a settlement is minimized,'' he said.

Trumka said there is ''clear and absolute evidence of replacement'' workers, comparing it to ''an NFL draft.''

The International Confederation of Free Trade Unions also has warned the two largest coal companies, Peabody Holding and Consol Energy, not to use scabs. In a letter to the companies, ICFTU General Secretary Enzo Friso said ''to deny the bond between your striking employees and the democratically elected leaders of the UMWA would be to deny reality.'' Consol's chief executive, Bobby Brown, is the BCOA's top negotiator.

In another display of international solidarity, the British Trades Union Congress, the AFL-CIO and the UMWA announced plans Sept. 8 to form a world council to coordinate union strategies for workers employed by Hanson PLC, the British conglomerate parent of Peabody.

The UMWA is willing to stay out ''as long as it takes to get job security,'' Trumka said. ''We have more resolve now than when the strike started.''

Trumka noted that the Clinton administration has a stake in the dispute. Clinton and Reich ''believe that labor and management have to get along more and to do that you must have job security, which is our position in this strike. It's their theory on trial,'' he said.

''If the companies continue their Neanderthal, 1930s thinking,'' Trumka said, ''Clinton's theory goes up in flames.''

The bus tour included stops and rallies in Oakwood, Va.; Danville and Morgantown, W. Va.; Pittsburgh; and Lynville, Ind.

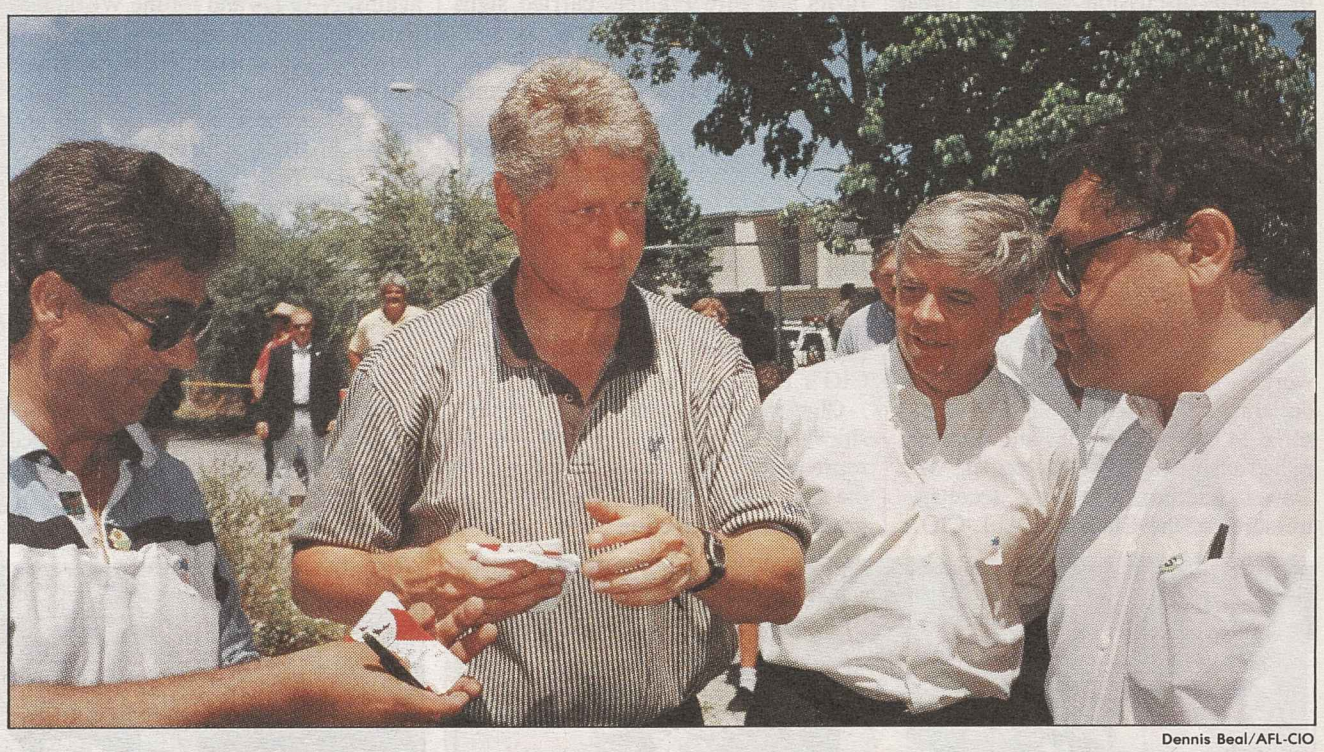
Pension assets promoted for U.S. stimulus

If union pension funds invested as much money in economically targeted domestic projects as in foreign projects, the country would benefit from more than $65 billion in stimulus without increasing the federal deficit, an AFL-CIO conference for asset managers was told.

Since Taft-Hartley and public sector pension funds control some $1.3 trillion in assets, the targeted investment of only 5 percent of that money — the minimum the AFL-CIO asks its affiliates to invest — would have an impact three times that proposed by President Clinton in a $20 billion economic stimulus package that was derailed by a Senate filibuster, Bricklayers President John T. Joyce said.

Tax-exempt funds, which include union funds, have allocated $177.4 billion to international managers, according to Richard Grant, senior policy associate in the AFL-CIO Employee Benefits Department.

An investment for domestic stimulus equal to the investment in foreign securities ''could affect an industrial policy that would create true broad-based wealth and economic opportunity for working men and women,'' said Joyce, who chairs the federation's Pension Investment Committee.



Dennis Beal/AFL-CIO

President Clinton talks with Marty Urra, president of the South Florida AFL-CIO, Stephen Coyle, CEO of the AFL-CIO Housing Investment Trust, and Joe Velasquez, White House assistant political director, during a Labor Day visit to an apartment complex rebuilt with pension funds. **See Labor Day roundup, Page 6.**

Currently, most economically targeted investments are in the construction industry through such successful vehicles as the AFL-CIO Housing and Building Investment Trusts, the Multi-Employer Property Trust and Union Labor Life's J for Jobs program.

But opportunities exist to expand investment into the infrastructure, education and training, child care and other services essential to local economic growth, Joyce said.

The AFL-CIO Executive Council in February called on pension fund trustees to invest in economically targeted investments so that ''pension assets can be a source of long-term financing for these critical projects and serve to leverage federal and state dollars back to the communities.''

The council adopted guidelines for domestic investment that include the prudence of the investment, protections against privatization of public services, federal financing of infrastructure projects and labor protections.

Another criterion ought to be whether companies develop and retain highly skilled workers, said Olena Berg, assistant secretary of the U.S. Labor Department's Pension and Welfare Benefits Administration.

''A company that invests in developing the value of its human capital should, over the long term, perform better than its competitors, and this superior performance will be reflected in the growth of its stock prices,'' she told the 125 conference participants.

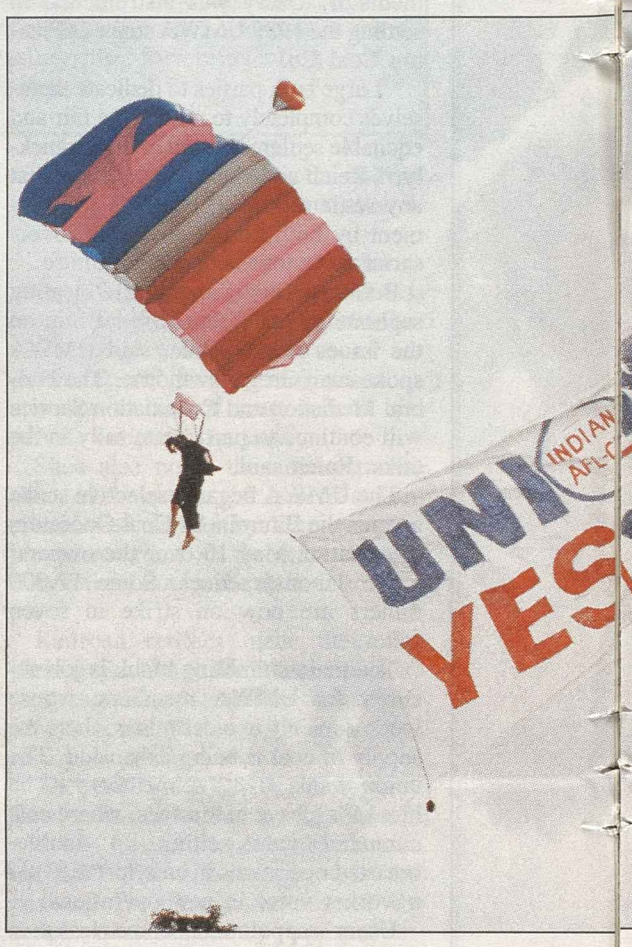
— James B. Parks



Tom Matthews

AFL-CIO President Lane Kirkland leads New York City's Labor Day Parade, along with Presidents Moe Biller of the Postal Workers, John Sweeney of the Service Employees, John Kelly of the Office and Professional Employees, Ron Carey of the Teamsters and Jay Mazur of the Ladies' Garment Workers (not pictured).





Labor Day is 'No NAFTA' holiday

The overriding message was plain and simple as unionists gathered in their communities to celebrate Labor Day: No NAFTA.

The resounding opposition to the North American Free Trade Agreement rang out from New York City, where thousands lined the streets to support labor, to the open fields of the Midwest, where picnic fun often was punctuated by serious discussions about the threat to U.S. jobs posed by the trade agreement.

''We believe NAFTA is a sell-out of working Americans,'' said AFL-CIO President Lane Kirkland, who served as the grand marshal for New York's traditional parade. ''It would be deeply damaging to the country and to the communities that make up America. And the labor movement is going to fight it with everything we've got.''

From small towns to major cities, workers carried banners and placards declaring ''NO NAFTA.'' In Cincinnati, some 14,000 people at the annual picnic rallied against the flawed agreement, said Daniel Radford, executive secretary-treasurer of the Cincinnati AFL-CIO.

''NAFTA brought lots of people out,'' said Jim Freeman, director of AFL-CIO Region X, which includes Cincinnati. Freeman attended a three-day labor event in Paducah, Ky., that included flea markets, games and a parade. ''People are circling the wagons a little more.''

In Chicago, ''Tell Congress No NAFTA'' banners graced the sides of floats and Fire Fighters carried signs declaring ''NAFTA. We Don't Hafta.'' The grand marshal was Richard Walsh, AFL-CIO COPE director and former president of the state AFL-CIO, who praised President Clinton on labor issues, but noted, ''He's dead wrong on NAFTA.''

Clinton chose to honor American labor on Labor Day with a visit to an apartment complex in South Florida, which is being rebuilt in the wake of Hurricane Andrew through the AFL-CIO's Housing Investment Trust.

Clinton spotlighted the ''new partnership between government and labor'' represented by the expanded efforts of the federation's pension investment program, in conjunction with several federal departments, Fannie Mae and Freddie Mac.

Meanwhile, the headline in the Arkansas Democrat-Gazette, Clinton's hometown newspaper, said: ''Union picnic used as pulpit to fight NAFTA.''

Arkansas AFL-CIO President Bill Becker, wearing a T-shirt with the inscription, ''Don't send my job to Mexico,'' enlisted signatories to petitions against NAFTA and for the Workplace Fairness Bill, in addition to a state constitutional amendment to guarantee workplace safety.

In Philadelphia, 8,500 unionists and their supporters rallied behind the cry of ''Union Yes'' and ''Buy American,'' spotlighting worker disputes with the Philadelphia Gas Works and the city's newspapers. Participants also received a message of international solidarity from 15 union leaders from 11 African countries.

In Denver, a team of 18 dancing grapes — men, women and children covered in purplish balloons —marched in symbolic support of the boycott on grapes and in honor of the Farm Workers late President Cesar Chavez.





Camden (N.J.) AFL-CIO



Norma Gaines/Mc

New Jersey Gov. James Florio and Camden AFL-CIO President George Norcross were among those paying tribute to Labor Day pioneer Peter J. McGuire.

(left). The youngsters above, tou
Basic Skills Program, had some of t
the Labor Day parade in Granite C



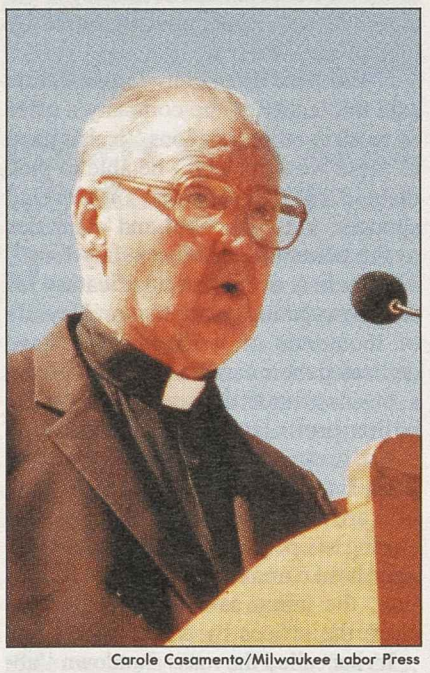
Clayton Silver



Clayton Silver



John Jablonowski



Carole Casamento/Milwaukee Labor Press

A three-day Labor Day celebration in Evansville, Ind., included a national rally for striking Mine Workers (above) and a skydiver (left). Human dignity was high on the agenda in Philadelphia, where members of the Philadelphia Unemployment Project marched (below left), and in Milwaukee, where Msgr. George Higgins spoke (below). The clear and dominant "No NAFTA" message played in Chicago (top right) and Cincinnati (below right).



Chicago AFL-CIO



Jeff Davis/Cincinnati AFL-CIO





Photos by John Jablonowski

Philadelphia unionists marching in the Labor Day parade called for justice in disputes with the Gas Works and the city's newspapers.

UAW reaches tentative agreement with Ford

By James B. Parks

The UAW begins the ratification process Sept. 20 on a tentative three-year agreement with Ford Motor Co. that will set the pattern for the nation's Big Three automakers.

"Despite the complexity and difficulty of the issues we faced, we are confident that we have reached an agreement that continues and improves the protection expected by our members and that will sustain the momentum of the domestic auto industry turnaround," said UAW President Owen Bieber and Vice President Ernest Lofton in a statement.

"We commend the solid support of our members at Ford who again demonstrated their discipline by working as we continued to negotiate . . . the total solidarity of the UAW membership who stood behind us . . . and the constructive attitude of the company, all of which combined to put this contract together," they said. Lofton heads the union's Ford Department.

The tentative agreement was reached after 36 hours of marathon negotiating. The Sept. 15 pact came nearly 24 hours after the current contracts with Ford and the other Big Three automakers expired.

The contracts with Chrysler and General Motors Corp. have been extended subject to notification by the union, the UAW said.

The union probably will wait until after the Ford agreement ratification process is completed before announcing which of the two remaining automakers will go next in the negotiations, a union spokesman said.

About 100,000 workers were covered by the Ford contract. Another 300,000 UAW members work at GM and 64,000 at Chrysler.

The union's Ford National Bargaining Council, made up of local UAW/Ford officials, will meet Sept. 20 to review the contract before it is submitted to hourly workers for ratification. The contract ratification vote could take about two weeks, the union said.

Details of the tentative agreement were withheld pending the Ford council meeting.

The critical issues in the negotiations were health care, job security and pensions. Ford was picked as the union's bargaining target, analysts said, because it is in the strongest financial position of the Big Three.

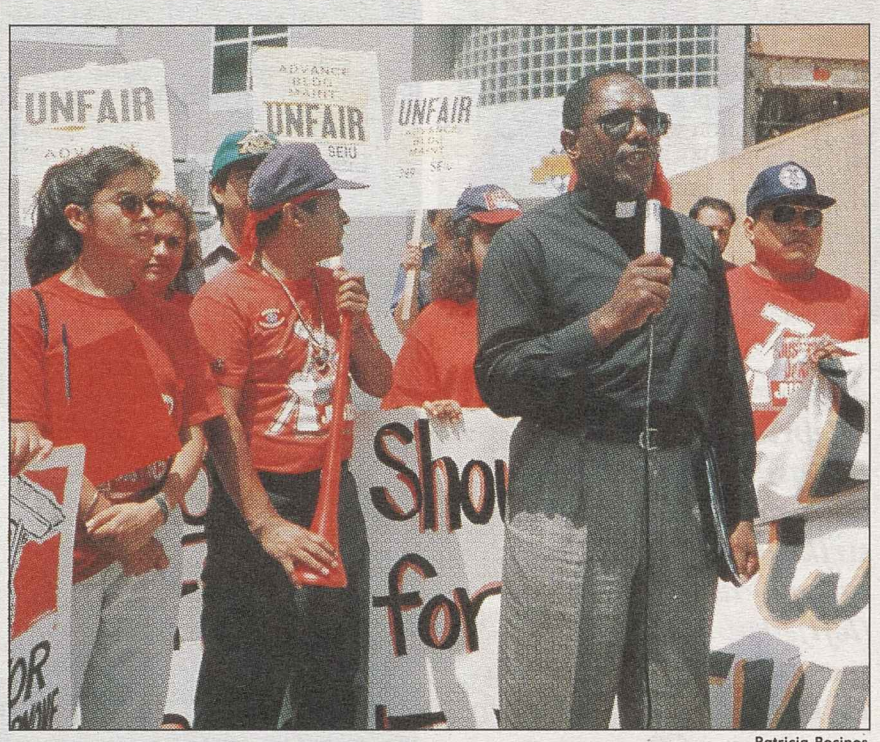
The company has demanded cuts in wages and pensions and significant increases in health care costs, particularly for new workers. But Bieber rejected that possibility.

"Past negotiators gave up a lot to get these benefits and we're not going to just give them back," he told an Aug. 30 press conference.

Another issue high on the union's agenda is job security in a competitive global market. The Big Three have rebounded in recent years against foreign imports, increasing the quality of its cars and gaining increased consumer acceptance and market share, largely because of the efforts of UAW members, Bieber said. And those workers should not have to worry about their jobs, he added.

GM, the nation's largest automaker, announced it will start in January to require health care payments from retirees from salaried jobs. The company also plans to increase medical insurance premiums it charges active managers.

White-collar pensioners will pay up to $107 a month and active salaried employees up to $25 a month. GM is expected to push for reductions in its health care costs from hourly workers in the contract negotiations with the UAW.



Patricia Recinos

The Rev. Arthur Cribbs addresses a Justice for Janitors rally outside Mattel Toys in El Segundo, Calif. The workers were protesting anti-union activities by Advance Building Maintenance, which has a contract with Mattel, as part of the Service Employees continuing Janitors' Tour for Justice.

4,000 CWA jobs on the line in planned AT&T shutdown

By Candice Johnson

Communications Workers are protesting plans by American Telephone and Telegraph to close offices in 40 communities, which would affect up to 4,000 jobs in 26 states.

"These shutdowns are motivated solely by greed, not business need," the union said. It is organizing a public awareness campaign in the affected communities, a grass-roots mobilization that will include local demonstrations.

Local union leaders met with congressional representatives and senators in home districts, urging an investigation into AT&T's action.

In conjunction with the U.S. Conference of Mayors, the union is planning a meeting later this month to discuss the impact of the closings on those 40 communities.

CWA President Morton Bahr said that "the loss of good-paying jobs by profitable corporations like AT&T is a concern for communities all over America."

Bahr noted that AT&T was able to pay $12.6 billion for McCaw Cellular Communications, "yet it worries about saving a few millions a year to pad its profits by booting out dedicated workers and abandoning dozens of communities. There's something wrong with that kind of corporate thinking — wrong for America."

The 40 centers targeted for shutdown are in addition to the closing of 31 operator offices as the company moves to "voice recognition technology" to automate some calls now answered by human operators.

CWA Vice President James Irvine said the reality of the company's offer of work in other locations "is that most of these workers won't be able to pick up and relocate because of working spouses, kids in school and other ties to the communities where they live."

"There is simply no justification for such devastating shutdowns and layoffs of thousands of workers, who have dedicated their careers to AT&T, from a business unit that made almost $1 billion profit last year," he added.

CWA estimated that for every 1,000 AT&T jobs lost, another 886 related jobs are lost in the local economy. The closing of operations in the 40 cities will cost those communities some $110 million, the union said. AT&T plans to close the offices by early 1995.

Irvine called the mass shutdown "absolute overkill" and noted that there are other ways to scale back operations. "There are ways to reduce payroll by attrition over a period of time, and by targeting cutbacks so that people can be retrained for jobs in their own areas — ways to work with the union to cut costs without disrupting so many lives."

Court ruling spells end for Willow Run

The Michigan Supreme Court has refused to hear arguments by Ypsilanti Township against General Motors Corp., clearing the way for the company to transfer production of Caprice and Roadmaster station wagons from the Willow Run plant to Arlington, Texas.

A state appeals court Aug. 4 struck down a February lower court ruling that would have kept the plant open.

Bob Harlow, president of UAW Local 1776, said the union likely will give up its fight to save the plant, which has been on temporary shutdown since July 9.

The Township of Ypsilanti filed the original suit and appealed the decision to the Supreme Court. The union is not a party to the suit.

About 650 of Willow Run's hourly workers already have been transferred to Arlington and GM's Saturn plant in Tennessee. There were 2,300 people laid off at Willow Run, while 240 maintenance workers were working temporarily during the court case.

Cooperative agreement saves 1,300 NASA jobs for Engineers

The Professional and Technical Engineers reached a settlement with the National Aeronautics and Space Administration that saves more than 1,300 jobs in the redesign of the Space Station program.

Agreeing to engage in consultation and collective bargaining with the union, NASA will sponsor a series of meetings to brief employee representatives on Space Station redesign and other NASA reorganization efforts, soliciting ideas from workers that will be incorporated into NASA's plans.

"The agreement is a promising sign that NASA takes seriously the president's mandate that federal agencies empower workers in their efforts to reinvent government," said Julia Akins Clark, IFPTE counsel.

In addition, NASA has agreed to engage in good faith bargaining with the union on staffing the new Space Station office in Houston. NASA will reopen vacancy announcements for positions at the Houston center after bargaining with the union.

The agency narrowly thwarted a Federal Labor Relations Authority complaint ordering NASA to "cease and desist from further steps to implement the Space Station redesign without bargaining with the union."

Jesse S. Reuben, FLRA regional director, on Aug. 26 found NASA in violation of federal labor law because the agency had taken steps to implement the redesign of the Space Station program without first consulting and bargaining with the union.

As part of the settlement, the IFPTE agreed to withdraw all FLRA charges.

"NASA must make these front-line employees partners in determining not only working conditions at NASA but also in making policy and production decisions," said Clark, who called the agreement a first step in that process.

Labor working to sway undecided on NAFTA

Continued from Page 1

workers to be exploited for years to come.''

Donahue noted that the Clinton White House has outlined the need for a new structure for trade and economic development with Mexico and Canada.

''They are right, but NAFTA and its side agreements would only make a terrible situation worse than it already is,'' he said. ''For the rest of this congressional session, the No. 1 priority of the American trade union movement is defeating NAFTA.''

At the televised White House ceremony, Clinton said that 1 million new jobs would be created in five years under NAFTA. Later, the White House backed off the rosy scenario. It attributed the claim to ''a staff error.''

NAFTA's proponents — including U.S.-based multinational corporations, Republican congressional leaders and Wall Street investors — contend that the trade pact would spur U.S. job expansion. But displaced American factory workers find that claim hard to believe.

Studies by research groups found that at least 550,000 manufacturing jobs had been shifted to Mexico during the 1980s and that another 500,000 U.S. jobs would be lost during the 1990s under NAFTA.

Some 2,300 major U.S. firms make up the USA*NAFTA lobby, which along with the Mexican government, are pouring $50 million into the campaign for passage of the pact, according to the Center for Public Integrity.

Just days before the president launched the NAFTA campaign, Briggs & Stratton Corp. announced that it would eliminate 240 production jobs at its automotive lock division in Glendale, Wis., and move the work to Juarez, Mexico.

The company has been moving jobs to Mexico over the last several years as it slashed payrolls at Milwaukee-area facilities from 9,300 in 1980 to some 5,000, members of the Allied Industrial Workers.

''It's going to be devastating to our work force,'' said Secretary-Treasurer Joseph Chambers of AIW Local 232. ''It's going to affect people who have 20 years and more of service to the company.''

Under contract concessions in an effort to keep their jobs in Wisconsin, Briggs & Stratton workers received just two pay increases, both 2 percent, in the past 10 years.

Citing the pay and working conditions in Mexico, Chambers said, ''I don't know how we can compete with wages of $1 an hour. This proves there is no way American workers can make sacrifices and still have decent jobs while competing with workers in the Third World.''

Opposition to NAFTA goes beyond workers and environmentalists.

In California, the Tustin Chamber of Commerce adopted a position opposing NAFTA because ''it will not facilitate free trade as represented . . .''

On Capitol Hill, Chairman William D. Ford of the House Education and Labor Committee charged that the trade pact ''could plain and simply be an unmitigated disaster for the workers, communities and economic base of Michigan and the industrial Midwest.''

The Michigan Democrat said the supplemental agreement on labor does little to improve NAFTA. He warned that U.S. employers would attempt to squeeze wages with concessions from workers by threatening to replace them with cheap labor in Mexico.

Rep. Marcy Kaptur (D-Ohio) said free trade is not possible with Mexico because of its low wages and oppression of its workers.

Rep. David Obey (D-Wis.), chairman of the Joint Economic Committee, said that without a commitment to job creation, training and education, the trade pact would only benefit the nation's economic elite.

''Until there is a commitment,'' Obey said, ''NAFTA is just a big blocking back for big business investors in Mexico, but it is a sure sack for low income workers here at home.''

More opposition to NAFTA came from Senate Democratic leaders, including Howard M. Metzenbaum (Ohio), Donald W. Riegle (Mich.), Ernest F. Hollings (S.C.), Paul Wellstone (Minn.) and Carl Levin (D-Mich.).

J. Michael McCloskey, chairman of the Sierra Club, called the environmental side agreement a ''side show'' that fails to strengthen the lax enforcement against pollution and protection of natural resources.

Implementing legislation is not expected to be introduced in Congress before mid-October. Under fast-track authority, Congress will have 90 legislative days to vote up or down on the pact.

According to a poll conducted by the Bureau of National Affairs, 89 Democrats and 20 Republicans in the House oppose the trade measure, while 29 Democrats and 60 Republicans would support it. BNA found a total of 223 House members — 132 Democrats and 91 Republicans — undecided on the issue.

In the Senate, six Democrats and 22 Republicans would support the legislation, while 13 Democrats and two Republicans oppose it. Fifty-two Senators are undecided — 33 Democrats and 19 Republicans.

The AFL-CIO Executive Council's subcommittee on trade has met to map out labor's grass-roots campaign aimed at raising public awareness of NAFTA's adverse impact on working Americans and to convince Congress on the need to defeat the trade pact.

A new Wall Street Journal/NBC poll found that 36 percent of the people surveyed oppose NAFTA and only 25 approve of it.

Inbrief

Deckers shoes added to union boycott list

Deckers Corp., a shoe manufacturer, has been added to the AFL-CIO's national boycott list at the request of the Machinists.

The company, based in Carpinteria, Calif., has refused to negotiate a ''decent and acceptable'' contract since the IAM won a certification election on Aug. 9, 1992. Contract negotiations began last October.

Company proposals would force employees to pay the cost of health insurance and reduce wages.

Deckers produces one product under three names — Teva Sport Sandals, Deckers Sandals and Sensi Sandals. Its major retailers are Nordstrom's, Saks Fifth Avenue, Foot Locker, L.L. Bean, Sports Chalet, Sharper Image, Bloomingdale's, Champs, Track-N-Trail, REI and Athlete's Foot.

Nevada AFL-CIO seeks more federal projects

Reno, Nev.

Delegates to the Nevada State AFL-CIO convention called on Congress to help the West regain its economic footing.

''Since the moratorium on atomic testing at the Nevada Test Site, approximately 9,000 employees are in jeopardy of losing their jobs,'' said Executive Secretary-Treasurer Claude Evans. ''Therefore, we call upon our senators to work to bring new federal projects to Nevada.''

Delegates approved a resolution to support promoting new industries at the Nevada Test Site. Other resolutions passed by the 175 delegates included calls for Workplace Fairness, health care reform, occupational safety and health reform and against the North American Free Trade Agreement.

Delegates re-elected Evans and Walt Elliot, president of the state federation. Lance Copeland was elected to replace retiring board member Mike Magnani.

George Randall, president of the Steel Engineers Inc. of Las Vegas, was awarded the ''Bill Bennett Employer of the Year,'' named after the chairman of the board of Circus Circus Enterprises, who has supported striking Frontier workers in Las Vegas.

Other speakers included Nevada Gov. Bob Miller; U.S. Sen. Richard Bryan (D-Nev.); State Attorney General Frankie Sue Del Papa; Lt. Gov. Sue Wager; AFSCME President Gerald W. McEntee; and Jim Baker, executive assistant to AFL-CIO President Lane Kirkland.

AFGE wins overtime back pay at SSA

Members of the Government Employees at the Social Security Administration are eligible to receive millions of dollars in overtime back pay, the Federal Labor Relations Authority has ruled.

AFGE President John N. Sturdivant noted the award is the largest against any government agency and that ''this case opens the legal doors to bring equity to tens of thousands more in many other federal agencies who also are denied back pay under FLSA.''

The 3,670 AFGE members will be added to the thousands of claims authorizers and claims representatives that were covered in the initial decision June 9, 1993. SSA employees who are not in the AFGE bargaining units are not covered by the arbitration awards.

Arbitrator Henry Segal ruled that six positions were illegally classified by the agency as exempt from FLSA for overtime pay. These positions included technical assistants, hearing and appeals analysts, claims-authorizer technical assistants, civil actions analyst paralegals, foreign claims quality examiners and translators.

This group also will receive back pay from December 1981 to January 1982. Included are approximately 3,000 workers in some 100 positions that SSA conceded were eligible for the award.

Ergonomic ills found at Postal Service

Ergonomic hazards posing risks to Postal Service workers' lower back and upper extremities have been found by the National Institute for Occupational Safety and Health.

NIOSH found that workers at the general mail facility in Denver were at risk for low back and upper extremity musculoskeletal disorders because of design flaws in the automated machines used to process mail. Those flaws caused workers to stoop, reach, twist and generally work in awkward positions.

NIOSH investigators went to the facility in August 1992 and December 1992 after requests from workers to look at ergonomic hazards associated with optical character readers, bar code sorters and delivery bar code sorters.

EPA asked to add exposure information

The AFL-CIO has urged the Environmental Protection Agency to include worker exposure information in the agency's annual tally of chemical releases to the air, land and water.

Industrial hygienist Rex Tingle of the federation's Department of Occupational Safety and Health says including that information on the Toxics Release Inventory would show how many workers potentially are exposed to hazardous chemicals in the workplace.

He noted that unions, public and environmental groups and other agencies could use the data to conduct risk assessments.

Florida limits weed-killer use

In response to a report filed by the Mine Workers and environmental groups, the Florida Department of Environmental Protection has recommended a ban on the use of the weed-killer bromacil in some areas.

The report noted the contamination by the pesticide of more than 500 drinking-water wells in Florida. Bromacil is used to kill weeds in citrus groves and along railroads, power lines and other rights of way.

Du Pont, the main manufacturer of bromacil, is 50 percent owner of Consol Energy Inc., the nation's second-largest coal producer.

Gilliland re-elected New Mexico president

Las Cruces, N.M.

More than 100 delegates attended the New Mexico AFL-CIO convention, re-electing President George E. Gilliland and Secretary-Treasurer Steve Israel.

Delegates spoke out against the North American Free Trade Agreement and privatization and in support of health care reform and civil rights.

Convention workshops covered community services, workers' compensation, political action and AFL-CIO retiree clubs and councils.

Speakers included Gov. Bruce King (D); state Sen. Manny Aragon (D), president pro tem of the state Senate; state Rep. Raymond Sanchez (D), speaker of the House; U.S. Rep. Bill Richardson (D); Lt. Gov. Casey Luna (D); state Sen. Mary Garcia (D); state Rep. Ima Lee Wells (D); and Richard Walsh, AFL-CIO COPE director.

Part-time, temp jobs fuel 'joyless' recovery

By John R. Oravec

Adverse workplace trends that emerged in the 1980s — broad-based decreases in real wages, erosion of full-time jobs and rising under-employment — continue to dog workers in the 1990s.

Those are among the key findings in a study by Lawrence Mishel and Jared Bernstein of the Economic Policy Institute, who cite the emerging dilemma of an excessive expansion of part-time and temporary jobs.

Focusing on the nation's persisting jobs predicament exacerbated by the Bush recession, the EPI economists pointed out that this is the only post-war recovery in which unemployment was not lower after 28 months of recovery.

The EPI study, titled the "Joyless Recovery: Deteriorating Wages and Job Quality in the 1990s," underlines these points:

- The median hourly wage for male workers fell 4.9 percent from 1989 to 1993, including a 2.7 percent drop during the recovery. Blue-collar workers were hit harder by the real pay decline than white-collar and college-educated workers.
- Temporary-help agencies accounted for 28 percent of the jobs created during the recovery.
- Employment has grown only 36 percent as fast as in prior recoveries, and less than half of the new jobs were private-sector non-temporary jobs.
- Sixty percent of the new jobs in the first six months of 1993 were part-time positions, and half of those were filled by workers wanting full-time jobs.

In tracing the trend during the 1980s, Mishel and Bernstein noted that the median wage for males dropped 11 percent between 1979 and 1989, for a cumulative loss of 16 percent since 1979. The median wage for women grew 3.5 percent during the 1979-89 period for cumulative wage gain of nearly 6 percent.

Despite the recent pay gains for women, their current hourly wage averaged $10.04 in the first half of 1993, or 78 percent of the average $12.81 paid men, the EPI study showed.

"The deterioration of wages among men continues to be widespread as in the late 1980s," the EPI economists said. "The wage of a male worker at the 80th percentile — meaning that he earns more than 80 percent of the total male work force — has fallen 1 percent during the recovery and 2.2 percent since 1989. Men with lower wages experienced even deeper wage deterioration — about 5 percent over the 1989-93 period."

Wages fell for men in every educational group during the 1989-93 cycle, except for graduate degree holders, who make up just 8.7 percent of the male work force. Women with college or graduate degrees continued to achieve real wage gains during the cycle.

But the wage growth for women has been concentrated among the highest paid half of the female work force. For women in the 40th percentile, wages did not increase from 1989 to 1993, while wages grew 2 percent at the median and 3.6 percent at the 90th percentile.

Mishel concluded that the "analysis of labor market trends in the early 1990s reveals the extent of the problems that the Clinton administration has inherited and must overcome."

Until the nation faces up to the fundamental forces driving down wages, Mishel said there will be a further squeeze on the middle class and high levels of poverty fueled by low-age employment and under-employment.

"The economy is still failing to produce goods jobs at good wages," Bernstein said. "If current trends toward widespread wage deterioration and part-time and temporary job creation persist, then living standards for working Americans will continue to falter and job opportunities for young workers will not meet their expectations."

In other economic reports:

- The consumer price index for urban wage earners (CPI-W) inched up 0.1 percent in August while the index for all urban consumers (CPI-U) rose 0.3 percent, the Bureau of Labor Statistics said.

Index components for food and housing each increased 0.3 percent and apparel rose 0.5 percent, while energy prices declined 0.5 percent, including a 1.7 percent decrease in gasoline prices over the month. Prices at the gas pumps have dropped 18.8 percent since last November, BLS said.

Tuitions and other school fees rose 0.9 percent, while the costs of books and school supplies surged 1.9 percent. Over the year, personal education expenses have risen more than 8 percent.

- Real weekly earnings — wages adjusted for increases in the CPI-W — rose 0.8 percent in August as average hourly pay increased 0.5 percent and weekly hours expanded by 0.6 percent.

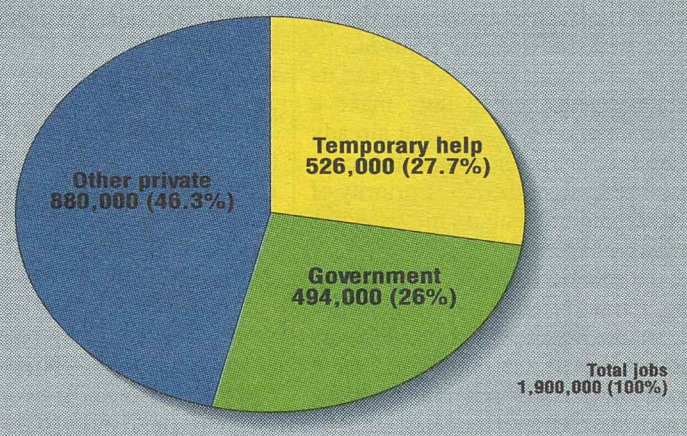
Real pay also had risen in July by 0.3 percent after plunging 1 percent in June. Although real wages were up 0.5 percent from August 1992, workers' earnings have lagged behind the rise in consumer prices in the longer term.

Production and non-supervisory workers are earning 4.6 percent less than they were in August 1983, AFL-CIO economist Anne Draper said. Since August 1979, inflation has eroded real weekly wages 10.8 percent.

Significant statistics

Job growth in recovery

March 1991 - July 1993



Source: Economic Policy Institute analysis of BLS data

Temporary jobs account for nearly 28 percent of employment growth in the 28 months since the Bush recession bottomed out, according to a study by the Economic Policy Institute. During that recovery period, the median hourly wage for male workers declined 2.7 percent after adjustment for inflation. Sixty percent of the new jobs in the first half of 1993 were part-time positions, EPI said.

Consumer price index
August CPI-W +0.1 percent

Real weekly earnings
August +0.8 percent
Since August 1992 +0.5 percent
Since August 1979 -10.8 percent

Retail sales
August +0.2 percent

Producer price index
August -0.6 percent

AFL-CIO NEWSGRAFIC

Jobless rate edges down, but more good jobs disappear

While the unemployment rate edged down to 6.7 percent in August for the lowest rate in two years, 61,000 factory, construction and government workers lost their jobs last month.

The Bureau of Labor Statistics household survey showed joblessness declining from July's 6.8 percent rate as the number of unemployed workers fell by 100,000 to 8.7 million.

But the BLS establishment survey showed a different picture — a net loss of 40,000 payroll jobs in August, including 42,000 in manufacturing, 11,000 in government and 8,000 in construction. The lower-wage services sector added 34,000 jobs.

While the decline in joblessness was welcomed, AFL-CIO chief economist Rudy Oswald noted that, with the rate running below 7 percent for two consecutive months, it would trigger a reduction in federal emergency benefits for the long-term unemployed.

Labor Secretary Robert B. Reich said he was "heartened" by the lower jobless rate, but expressed concern about the sticky payroll numbers.

"Although jobs are gradually coming back, we remain worried about the quality of the jobs," Reich said. "Too much of employment growth appears to be concentrated in temporary or involuntary part-time jobs."

He said the Clinton administration is disappointed by the continuing jobs decline in manufacturing and other goods-producing sectors.

BLS data showed that 239,000 factory jobs have been lost since February. In goods-producing industries, the August employment rates were 7.4 percent in manufacturing, 15.1 percent in construction and 7.4 percent in mining.

More than 6.5 million workers were in part-time jobs for economic reasons, because of the scarcity of full-time jobs or slack work schedules.

Oswald noted that the economy has created only 1.9 million jobs since the Bush recession bottomed out in March 1991. During similar recovery periods, Oswald pointed out, 8.2 million jobs were added after the 1982 recession and 6.5 million jobs were added after the 1975 recession.

With the jobless rate below 7 percent in July and August, benefits for the long-term unemployed under the federal Emergency Unemployment Compensation (EUC) program are to be reduced from 20 or 26 weeks to 10 or 15 weeks.

A further reduction to seven or 13 weeks of EUC benefits would be triggered if the national jobless rate drops below 6.8 percent for two successive months.

At its August meeting in Chicago, the AFL-CIO Executive Council called on Congress to extend the EUC program beyond its Oct. 2 expiration date.

Last month, BLS data showed that 1.7 million persons were unemployed six months or longer and were still unable to find work.

First enacted in November 1991, the EUC program provides the extended benefits after jobless workers exhaust regular state benefits of 26 weeks.

Unless Congress acts to renew the program, hundreds of thousands of the long-term jobless workers will be ineligible for extended benefits in all but two states. Only Oregon and Washington meet the criteria for the federal-state Extended Benefits program and have adopted necessary legislation to pay for the benefits.

In California, which had a jobless rate of 9 percent last month, the legislature passed the enabling legislation last year but Republican Gov. Pete Wilson vetoed the measure.

Eight large industrial states posted jobless rates of 7 percent or higher in August. Besides California, they were New York, 7.9 percent; Illinois, 7.6 percent; Pennsylvania, 7.5 percent; Texas, 7.2 percent; Florida and New Jersey, 7.1 percent; and Massachusetts, 7 percent. Michigan's jobless rate eased to less than 7 percent in July for the first time in more than two years.

Several other states and territories logged in high jobless rates in July, according to a separate BLS report. They included Alabama, 7.6 percent; Alaska, 7.9 percent; Maine, 7.4 percent; New Mexico, 7.2 percent; Oregon, 7.8 percent; South Carolina, 7.2 percent; Washington, 8.6 percent; West Virginia, 10 percent; District of Columbia, 8.1 percent; and Puerto Rico, 17.5 percent.

— John R. Oravec

Newsmakers

Machinists President **George J. Kourpias** will be nominated to serve on the board of directors of the Overseas Private Investment Corp., the White House announced. The agency encourages U.S. investment in sound business projects that will not cost Americans their jobs.

Former Machinists Secretary-Treasurer **Tom Ducy** will serve as the IAM representative on the Northwest Airline Board of Directors, at least until January. Ducy was appointed by IAM District 143 President **Tom Pedersen,** who vowed to keep a "close eye" on the actions of newly-appointed Northwest chief financial officer **Mickey Foret.** Foret previously was affiliated with Continental Airlines, which has a history of anti-union tactics.

President Clinton plans to nominate **J. Davitt McAteer** as assistant secretary for mine safety and health, and **Preston M. Taylor Jr.** as assistant secretary for veterans' employment and training, the White House announced. McAteer is the executive director of the Occupational Safety and Health Law Center. Taylor is deputy adjutant general of New Jersey.

The White House also announced that **Joe Velasquez,** former director of the AFL-CIO Department of Community Services, has been appointed deputy assistant to President Clinton and deputy director of political affairs. Velasquez directed the Community Services Department from 1989 to 1993 after service on the staff of AFL-CIO COPE and the UAW.

An administrative law judge recommended that the Transportation Department deny a request by union-buster **Frank Lorenzo** for certification to operate a new air carrier. This is a signal that there "is a more level playing field between labor and management" than there has been in recent years, said **James Linsey,** an attorney who represented the Air Line Pilots in the hearings.

The Smithsonian Institution National Museum of American History will present Struggle for Justice — A Tribute to **Cesar Chavez** on Sept. 27. The affair will include a 45-minute film, speeches and songs by those who knew and worked with the former president of the Farm Workers.

AWARDS

AFL-CIO Vice President **Gloria T. Johnson** received the Fanny Neal Award from the Southern Christian Leadership Conference. Johnson, president of the Coalition of Labor Union Women, was honored for her work in the civil rights, labor and women's movements.

David Dubinsky, former president of the Ladies' Garment Workers, was voted into the Labor Hall of Fame for 1993. Dubinsky, president of the union for more than three decades, was described as a pioneer in the needle trades. Dubinsky also sat on the AFL-CIO Executive Council.

QiLi Li and **Teresa Pitts** are the winners of the first Evelyn Dubrow Post Graduate Scholarships. Both are daughters of members of the Ladies' Garment Workers. The award is named for ILGWU Vice President **Evelyn Dubrow,** a representative of garment workers for more than 40 years who now heads the ILGWU Washington, D.C., office.

DEATHS

Joseph Hellman, 73, retired executive secretary-treasurer of the Graphic Arts Union, now the Graphic Communications Union, died of cardiac arrest Sept. 3 in Smithtown, N.Y.

Hellman retired in 1982 after working more than four decades with the union. He was elected president of his local in New York in 1954 and served until 1976 when he moved to the international office.

Survivors include his wife, Rebecca; children Stuart, Helene and Sandra Sager; brother Harvey; four grandchildren.

Eugene C. Zack, 71, a former labor editor and congressional staff aide, died Sept. 1 at the Hospice of Northern Virginia in Arlington. He had been hospitalized for emphysema.

Zack retired in 1990 as an assistant editor of the AFL-CIO News. Earlier, he served as public relations director of the federation's Department of Community Services.

He began his news writing career in 1943 as a reporter on the Springfield (Mass.) Daily News and worked as a labor editor in the 1950s before joining the Kennedy administration as special assistant for public relations to the administrator of the Economic Development Administration. Later in the 1960s, he was public relations director for the Seafarers and held a similar post with the Transportation Institute, a labor-management association that promotes the U.S.-flag merchant marine.

In 1972, Zack became administrative assistant to Rep. James G. O'Hara (D-Mich.) and was special assistant to the chairman of the House Subcommittee on Postsecondary Education. He became administrative assistant to Rep. Joshua Eilberg (D-Pa.) in 1976.

Survivors include his wife, Juliet, of Reston, Va.; daughters Christina Bordeaux of Arlington and Patricia Zack of Millwood, Va.; and three grandchildren.

CORRECTION

The Union Yes windbreakers, Catalog Number UY133, are available at the following prices: one jacket, $17; orders of 2 to 9, $16.50 each; 10 or more, $16 each and single XXL, $18.50. Union Yes coffee mugs are $3.25 for 10 or more. For a catalog of other available items, contact the AFL-CIO PMO, Room 209, 815 16th St., Washington, D.C., 20006.



Raymond Crowell/Page One Photography

Striking Musicians perform outside the Kennedy Center in Washington, which is demanding concessions that threaten job security. While performances of the Phantom of the Opera went on with recorded music, concerts by the National Symphony Orchestra were canceled. Job security also is the primary issue in current negotiations between the Musicians and Broadway producers in New York.

Study reports conservative slant by PBS

By Muriel H. Cooper

A new study of the Public Broadcasting System programming reveals a strong conservative tilt in public affairs talk shows and refutes the oft-cited claim of liberal bias in PBS general programming.

Among the findings of the six-week study released by the media watchdog group Fairness and Accuracy in Reporting (FAIR) were:

- Labor accounted for 0.9 percent of sources.
- Racial/ethnic groups were 1.6 percent of sources.
- Republicans outweighed Democratic sources 53 percent to 43 percent.
- While public interest representatives or citizen activists accounted for 6 percent of sources, corporate representatives comprised 19 percent and government officials made up 23 percent.
- There were no gay and lesbian organization representatives in the period studied.

The review's findings "cast considerable doubt on conservative claims concerning the liberal or left-wing bias of public television programming," FAIR said.

The study said public television is missing its mission to "help us see America whole, in all its diversity," serve as "forum for controversy and debate" and "provide a voice for groups in the community that may otherwise be unheard."

Instead, "public television does little to highlight the voices of organized citizens, relegating activists to the margins of political discourse."

The study, conducted by academics David Croteau, William Hoynes and Kevin M. Carragee, said much of what viewers see on PBS is presented from a traditional corporate or government standpoint.

For example, the authors point out that the "official" monthly unemployment rate is an important economic indicator, but programs almost never mention the number of underemployed and discouraged workers. "Doing so would give a better picture of the relative health of the economy and might shed some light, for example, on the gulf between the severity of the latest recession."

The government reports the two figures — discouraged workers and the number forced to work part-time — with the "official" unemployment figures.

The report also noted that while PBS offers a range of programs aimed at investors, such as the Nightly Business Report, there is no regular specialized economic programming aimed at workers, consumers or citizens.

Resources

CONFERENCES

The Coalition of Labor Union Women will hold its 7th biennial convention, **CLUW: The Future — Challenge, Change and Choice,** at the Riviera Hotel in Las Vegas, Nov. 5-7. For more information, call CLUW at 212/242-0700.

The Federal Election Commission has planned the following conferences on campaign finance law: **Regional Conference for Candidate, Party and Corporate/Labor Political Committees,** Sept. 30-Oct. 1, in San Francisco, and the **Conference for Corporations, Labor Organizations and Trade Associations,** Dec. 13-14, in Washington. For more information, contact Dorothy Yeager at 202/219-3420 or toll free 800/424-9530.

The George Meany Center for Labor Studies is sponsoring two conferences at the Silver Spring, Md., campus. On Oct. 29, 1993, the topic will be **The Family and Medical Leave Act: What Unions Need to Know,** and on Nov. 3-5 it will be **Technology and Work Organization: Issues for Unions.** For more information, call Sharon Simon at 301/431-6400.

PUBLICATIONS

The AFT and the Office of Educational Research and Improvement of the U.S. Department of Education have published **Helping Your Child Learn to Read.** Cost is 40 cents each for publication No. 350. Send a check to AFT, Order Department, 555 New Jersey Ave. N.W., Washington, D.C. 20001.

The AFL-CIO and more than 40 national and international unions support the publication of the Samuel Gompers papers, a 12-volume series from the University of Illinois Press. Volume 4, **A National Labor Movement Takes Shape, 1895-98,** may be ordered by calling the Samuel Gompers project at 301/405-4278.

Strikers' deaths another wake-up call on S. 55

Continued from Page 1

circumstances when it hired goon guards and scabs, and then threatened to make the scabs permanent employees. This is a clear case of the company doing violence to its union workers,'' Davis said.

Organized labor has argued that the use of ''permanent replacements'' intensifies and prolongs strikes. The Senate has pending S. 55, a bill that would bar employers from using the loophole in the nation's federal labor law to replace their union work forces.

AFL-CIO President Lane Kirkland and Legislative Director Robert M. McGlotten met with Senate Majority Leader George J. Mitchell (D-Maine) to discuss bringing the bill to the floor. No date has yet been set, and organized labor continues to use its grass-roots network to gain the 60 votes needed to break a threatened Republican filibuster, McGlotten said.

Picket-line violence has long been a scourge for strikers, Kirkland reminded reporters June 8 in Las Vegas, where workers are on strike at the Frontier Hotel. Those strikers still walk the picket line two years after they were ''permanently replaced.''

''The labor movement deplores violence,'' Kirkland said. ''There is an abundance of laws to deal with episodes of violence, and they have been vigorously enforced...People who are guilty of breaking the law should face the consequences.''

''I have seen plenty of videotapes of workers being beaten up, I can tell you that,'' Kirkland said in response to questions about altercations on the picket line. ''I've seen videotapes of workers being killed, mowed down when they are exercising their rights,'' he said.



Charles Robideau/USWA

Striking Steelworkers stand in vigil where two fellow workers were run down and killed on the picket line.

''Doing picket line duty is a lonely occupation and does not meet with the wholehearted approval of some elements in society who abuse workers both verbally and otherwise for exercising those rights,'' he said.

In another strike marred by the use of ''permanent replacements,'' some 500 workers at Diamond Walnut Growers have maintained a rolling fast for more than 60 days in a move to force the company to bargain. The workers — mostly women and minorities — were replaced by scabs after they struck two years ago.

The workers accepted a 30 percent to 40 percent wage cut in 1985 to help the company. In 1991, Diamond Walnut had recovered, with $171 million in net profits. But the company demanded new concessions, forcing the workers to go on strike.

In Columbiana, about 200 members of USWA Local 15015 were forced to strike after negotiations broke down over company demands for wage and benefit concessions. The company continued to operate, hiring workers to replace its union work force.

The plant shut down after the murders, but reopened under state police protection.

The effects of the brutal deaths were felt throughout the small community, which is 50 miles southeast of Birmingham. Many of the residents work for National Standard.

''You have to understand, in a small town like this with one main industry, everybody knows each other,'' said Alabama AFL-CIO President James Albright. ''These people played together, went to school together, double-dated together and then worked together. If you hit one, it's like hitting family. They are a close-knit group.''

Both men had families — Cain, a young wife and child, and Fleming, a wife, daughter and granddaughter. The union has established a fund on behalf of the families.

A memorial service and rally will be held Sept. 26 at the Shelby County High School football field in Columbiana, followed by a march to the National Standard picket line. USWA members employed at National Standard plants in Mishawaka, Ind., Corbin, Ky., and Niles, Mich., have been wearing black arm bands in memory of Cain and Fleming.

INSIDE

1 ***Labor, allies vow fight against NAFTA***

Congressional and environmental supporters join the AFL-CIO in branding the North American Free Trade Agreement ''a bad deal for working families'' in all three countries.

4 ***Unions examine Gore's proposal***

The vice president's government ''reinvention'' wins qualified support from organized labor, but concerns about job safety and health and proposed treatment of railroad retirees remain.

8 ***UAW, Ford agree on tentative pact***

The UAW reached a tentative agreement with Ford Motor Co. on a three-year contract for 100,000 workers, which will set the pattern in upcoming bargaining with the other two major automakers.

1 ***Coalition members press health reform***

AFL-CIO President Lane Kirkland and other members of the Health Care Reform Project outline efforts to move the overhaul of the nation's health care system to the front of Congress's agenda.

5 ***Usery is named coalfield mediator***

The Labor Department names former Labor Secretary W.J. Usery Jr. as a special mediator to help resolve the four-month-old strike by the Mine Workers against the nation's coal operators.

10 ***Part-time, temporary jobs pinch workers***

For workers, the 1990s are continuing the sluggish pattern of the 1980s, marked by lower real wages and a stagnant jobs picture, a study by the Economic Policy Institute finds.

VOLUME 38, NUMBER 20
SEPTEMBER 20, 1993

AFL-CIO NEWS

UNION YES

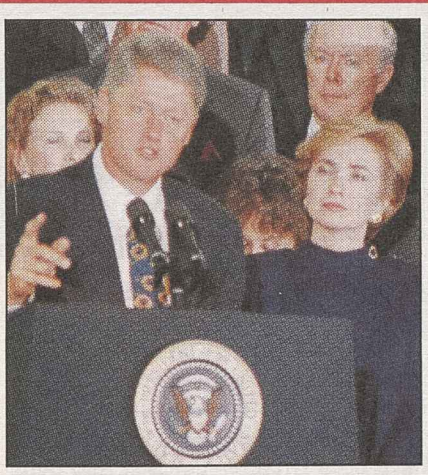
The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

9/20/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 21 OCTOBER 4, 1993



Clinton plan for health care reform examined in detail. **Pages 7-10.**

Labor hails Clinton health care initiative

By Colleen M. O'Neill

Pledging support for President Clinton's plan for health care reform, the AFL-CIO promised an all-out drive to win labor's longtime crusade for affordable health care for all.

"Our assessment of the president's plan is that it meets labor's goals for health care reform," said AFL-CIO President Lane Kirkland the day before Clinton unveiled his plan in a speech to a joint session of Congress. "It will be good for working people, good for their families and good for the country.

"Accordingly, the AFL-CIO is going to support this historic initiative and we're going to conduct a major campaign for its enactment by the Congress."

Kirkland pointed out that the plan's strong cost-containment measures, guaranteed access to a comprehensive package of benefits and streamlined administrative process all correspond with organized labor's oft-stated principles.

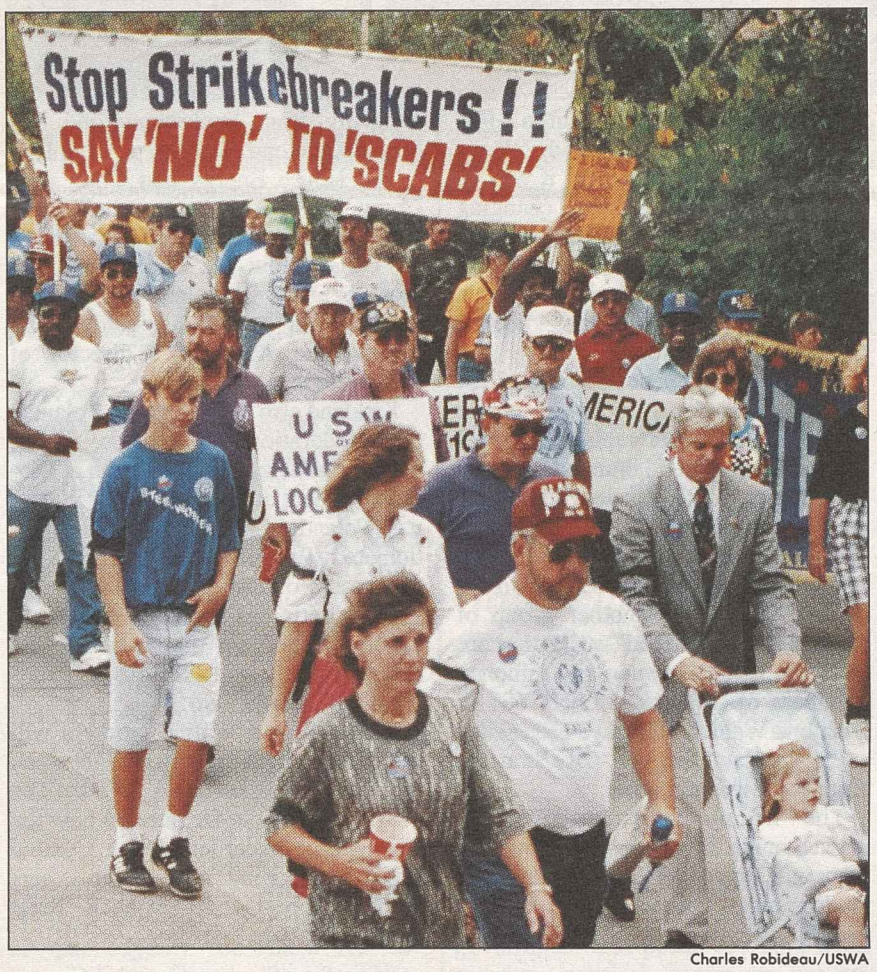
"Finally, this plan will accomplish a goal that the labor movement has sought for the better part of this century — and that is health care for every American," he said. "That would be a great leap forward for our society, and President Clinton ought to be commended for becoming the first president since Harry Truman to propose it."

Clinton's 53-minute speech to a joint session of Congress and the nation stressed six principles: security, simplicity, savings, choice, quality and responsibility. He told Americans they would have "health care that can never be taken away," and that most would "pay the same or less for the same or better coverage."

"We can no longer afford to continue to ignore what is wrong," Clinton said. "There is no excuse for this kind of system. We know other people have done better. We know people in our own country are doing better.... My fellow Americans, we must fix this system, and it has to begin with congressional action."

Labor wasted no time in demonstrating its support. More than a dozen AFL-CIO Executive Council members, led by Kirkland and Secretary-Treasurer Thomas R. Donahue, went to the White House the day after the speech to participate in a Rose Garden launch-

Continued on Page 4



Charles Robideau/USWA

More than 2,000 unionists and family members marched in the rain in Columbiana, Ala., to protest the deaths of two "permanently replaced" striking Steelworkers who were brutally run down on the picket line. Labor is fighting to overcome a minority in the Senate who are seeking to scuttle a law to ban these strikebreakers. **See story, Page 2.**

Congress gets message on dangers of NAFTA

By John R. Oravec

Congress should heed the voices of the American people and reject the North American Free Trade agreement, AFL-CIO Secretary-Treasurer Thomas R. Donahue told House and Senate panels.

The overriding message is not that NAFTA is endorsed by five former presidents, Donahue said. "Rather, it is understood and opposed by a majority of American citizens — auto workers in Illinois, truck drivers in California, maritime workers on the East Coast.

"They know that no promise of worker retraining, no breakthrough in technology, no government business partnership scheme can bring back the jobs and investment dollars that NAFTA will take from the United States," he said.

That clear message not only is being echoed in the chambers of Congress, but also in warnings delivered in community rallies and demonstrations across the country.

As workers marched across the heartland, NAFTA opponents gained an important ally with the announcement by House Majority Leader Richard A. Gephardt (D-Mo.) that he would vote against the proposed agreement. **(See story, Page 6.)**

Donahue, testifying before the Senate Finance Committee and the subcommittee on trade of the House Ways and Means Committee, cautioned that NAFTA's effects would go well beyond the immediate loss of factory jobs and depressed wages.

"What is at stake is not more or less trade with Mexico, but the nature and quality of that trade," Donahue said. "NAFTA contains no protections against a further deindustrialization of the American economy. There are no protections against the transfer of our technological edge. There are no counter-incentives to massive transfers of investment and production in Mexico."

NAFTA is also devoid of protections for Mexican workers so the investments would benefit them — not just their employers, he pointed out.

"There is no doubt that U.S.-based multinational corporations will benefit from NAFTA," but the country as a whole "stands to lose an enormous amount," he said.

Donahue cited projections by the Conference Board of large corporations that business spending under NAFTA will rise three times faster in Mexico than the United States.

Continued on Page 6

AFL-CIO convention lifts workers' voice in critical times

By Michael Byrne

The AFL-CIO opens its 20th biennial convention in San Francisco Oct. 4 with a pledge to fulfill labor's goal as the genuine voice of working American men and women.

"That voice has been a critical and decisive factor in America's rise to economic superiority," AFL-CIO President Lane Kirkland said in the Executive Council report to the convention. "And that voice is essential to bringing the country out of its current era of slow growth, lingering high unemployment and vast uncertainty about the future of our industries."

America is at a crossroads, Kirkland said, where economic and labor policy will decide whether this nation "keeps pace with the industrialized world by creating high-wage jobs and involving workers in critical workplace decisions," or whether "we accept whatever hand is dealt by the global 'free market.'"

The latter course, Kirkland warned, would send the Unites States on "a downhill race pitting us against the most repressive and underdeveloped nations of the world in the quest for ever-lower wages, working conditions and standards of living."

Kirkland vowed that labor would stay in the forefront in the struggle to keep the nation on the proper course, particularly in fighting for national health care reform, a historic initiative by President Clinton. Clinton is scheduled to address the convention Monday morning, following Kirkland's keynote.

A panel of health care experts will discuss Clinton's reform proposal on Tuesday, followed by addresses from Labor Secretary Robert B. Reich, Rep. William Clay (D-Mo.) and NAACP Executive Director Benjamin Chavis.

Other speakers include House Majority Leader Richard A. Gephardt (D-Mo.), Rep. Nancy Pelosi (D-Calif.), Rep. Norman Y. Mineta (D-Calif.), the Rev. Jesse L. Jackson and Housing and

Continued on Page 16

Workplace panel told of anti-union campaigns

Louisville, Ky.

The federal Commission on the Future of Worker-Management Relations took its hearings on the road and got an earful on how some employers run vicious and often illegal campaigns to keep unions out.

A key witness was Steve Lazar, who worked from 1989 to 1992 in the Employee Relations Department for Humana Inc., a nationwide chain and owner of Audubon Hospital in Louisville. Lazar told the commissioners about ''wring-out sheets'' of private information about employees used as management leverage during organizing campaigns.

''The term 'wring out' refers to the fact that if managers or supervisors are reluctant to share private information concerning their employees, we would 'wring it out of them,' '' Lazar said. Marital or financial problems or even a disabled child could be used to blackmail individuals into voting against the union, he testified.

He also said he spied on employee meetings, heard managers brag of getting away with violations of federal labor law and blackballing pro-union hospital workers at other Louisville hospitals.

The Sept. 22 meeting in Louisville was the first field hearing for the 10-member commission chaired by former Secretary of Labor John T. Dunlop. Named earlier this year, the commission began Washington, D.C., meetings in May and has one year to report to the Clinton administration on ways to improve U.S. labor-management relations. Its next field hearing is Oct. 13 in East Lansing, Mich.

The Washington hearings have studied mostly model labor-management cooperation, in which involvement of frontline workers by enlightened managers has built success stories of increased output. The Louisville hearings included some of those success stories, especially about innovative techniques at Louisville Gas & Electric Co. and Ford Motor Co.'s assembly plant.

But the most compelling testimony came as witness after witness exposed the dark side of labor-management relations in Kentucky. Lazar estimated that in his years at Humana, 80 percent of his department's work was spent on union busting, creating rapid-response mechanisms when nurses and other workers tried to organize.

''Humana values the control it exercises over its employees,'' Lazar said. No unit wanted to be Humana's first to have workers successfully exercise their right to form a union. So-called ''labor-management consultants'' are called in early, he said, and Humana may have more than one firm employed in a given campaign.

Kara Holdman, a Humana Audubon nurse who joined in an AFSCME organizing drive, said she believes she was a victim of the blackballing when her hiring by Jewish Hospital was withdrawn, despite high test and interview scores. She expressed frustration at being unable to prove the blackballing under federal labor law.

Ron Cyrus of the Kentucky AFL-CIO and Jerry Hammond of the Building Trades Council expanded on Lazar's story with an overview of labor-management relations in the state.

Cyrus described situations like Cook Family Farms, which refused for two years to recognize the workers' vote for a union and two more years to bargain. One Kentucky firm laid off one-half its work force, including all union advocates, by claiming ''economic downturn.'' Others fired enough union advocates to wipe out a voting majority long before the National Labor Relations Board got around to reinstating them, he said.

Hammond told of the decay in worker-contractor relations as employers seek ''the union-free environment through derailing union organizing drives, decertification elections'' and the like. He noted how Kentucky Utilities imposes terms on its contractors, then, when a union contractor won a bid anyway, had the chutzpah to intervene in the case as a ''neutral.''

David D. Mott, secretary-treasurer of Service Employees District 1199, explained how Res-Care Inc., a private contractor operating Outwood, a state residential center for those with mental and developmental disabilities, refuses to negotiate a first contract.

The workers, many of whom have to use food stamps to survive, have been harassed for voting for a union. Three members of the negotiating committee have been fired or harassed into quitting, he said.

The situation at Outwood is the rule, not the exception. Mott said. ''Employers have so undermined the law and the NLRB process, and the NLRB has become so spineless and pandering to the 'procedural rights' of employers, the right of workers to organize, build unions, negotiate contracts and improve the standard of living for themselves and their families exist only on paper.''

Paul Raymond, business manager of Laborers Local 576 in Louisville, pointed out that the cooperation needed to increase the nation's economic competitiveness depends on labor law reform.

''No one wants a successful, profitable company more than the people who work there,'' Raymond said. ''If we're serious about cooperative relationships, about making use of the knowledge and ability of front-line workers, then we'll change the rules.''

Unionists mourn felled strikers, lack of legal protection

By James B. Parks

Wearing black arm bands, some 2,000 union members marched in a line that stretched for more than a half-mile in drizzling rain through Columbiana, Ala., in memory of two colleagues killed on a picket line.

''It shouldn't have come to this,'' said Dennis Ogle, a UAW member and marcher from Huntsville. ''This is supposed to be an enlightened society. This shouldn't be going on anymore.'' Members of 52 of the 63 unions in the state participated in the march, said state AFL-CIO President James Albright.

The deaths of the two men, Keith Cain, 23, of Columbiana, and Walter Fleming, 55, of Vincent, Ala., point out the tragic consequences when striking workers are ''permanently replaced.''

''Keith Cain and Walter Fleming did not have to die. And they would not have died if the company had not hired scabs and moved product in and out of the plant,'' Steelworkers President Lynn Williams told the marchers.

Cain and Fleming, members of USWA Local 15015, were killed Sept. 7 when truck driver Larry Gray plowed into the men, who were picketing at the National Standard Plant in Columbiana. Gray was charged with two counts of murder and one felony count of leaving the scene of an accident.

''They would not have died if this country did not punish workers for exercising their right to join in collective action,'' Williams said. ''They would not have died if this country had a law barring the hiring of permanent replacement workers, the hiring of scabs, and was sending out a clear and strong message that all scabbing is wrong, that it cuts at the heart of civilization itself and brutalizes our society by permitting the ripping away at the jobs of honest, decent working people.''

The 190 members of Local 15015 struck National Standard June 1 after the contract with the company expired. The members rejected company demands that would cut $7 an hour in wages and benefits while requiring workers to pay an average $160 per month toward health insurance.

The company also wanted to establish 12-hour shifts, which would eliminate 50 jobs, and to contract out bargaining unit work, cutting another 22 jobs.

''We will never change the hearts and minds of the captains of industry,'' said Jim Baker, executive assistant to AFL-CIO President Lane Kirkland. ''If we are to affect their behavior, it will be by force. And that means changing laws. A good start would be S. 55, the Workplace Fairness Act, which would already be law if it were not for a minority of senators who have blocked the will of the majority.''

No date has yet been set for the U.S. Senate to consider S. 55, which would ban the ''permanent replacement'' of strikers. Organized labor continues to mobilize its grass-roots network to gain the 60 votes needed to break the threatened Republican filibuster.

The labor movement has thrown additional support to another group of ''permanently replaced'' strikers, more than 500 mostly women and minority members of Teamsters Local 601 at Diamond Walnut, who have been added to the agenda of the AFL-CIO Strategic Approaches Committee.

The Diamond Walnut workers walked out in September 1991 after the company demanded concessions, including major cutbacks in health care benefits. The workers in 1983 agreed to a 30 percent wage cut to save the company from bankruptcy and had helped Diamond return to profitability.

The House Energy and Commerce Committee is considering a field hearing on loopholes in the toxic discharge laws that allow companies like Diamond Walnut to use dangerous chemicals in their processing, said Joseph Shantz, the AFL-CIO's director of organization.

Kirkland also sent a letter to Poland's trade federation, Solidarnosc, for its help in publicizing the situation at Diamond Walnut during a trade fair in Poznan, Poland, in which the company participated. Europeans have been major consumers of Diamond Walnuts.

Other activities are being planned to expand support for the strikers in the international and religious communities, Shantz said.

The Diamond Walnut workers will receive a national media spotlight when the public television series ''We Do The Work'' focuses in October on how the family of 30-year employee Cynthia Zavala is coping with being ''permanently replaced.'' Check local listings for date and time.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 21 MONDAY, OCTOBER 4, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

LEGISLATION



Bill Burke/Page One Photography

Several hundred unemployed workers rallied on Capitol Hill to call for continuation of the emergency unemployment compensation program at 1992 levels. The program expired Oct. 2. The House Ways and Means Committee on Sept. 29 approved a four-month extension of the program. **See story, Page 14.**

Clinton set to sign Hatch Act reform

By Mike Hall

Almost 20 years after it was first proposed, Hatch Act reform legislation is on its way to President Clinton for his signature. The measure lifts many of the political restrictions that bar 3 million federal and postal workers from fully participating in electoral politics.

The House of Representatives voted 339-85 on Sept. 21 to approve the Senate version of legislation that has been a key item on labor's legislative agenda for years.

"Now, federal employees can be full citizens," said Government Employees President John N. Sturdivant.

The reforms give postal and federal workers "the right to participate in the political process...and will end a 20-year odyssey for Hatch Act reform," Letter Carriers President Vincent R. Sombrotto said.

"Our decades of struggle for our political civil rights has finally come to a successful conclusion," said Postal Workers President Moe Biller. "Next, we can turn our energies towards our nation's greatest challenge, the struggle for health care reform."

Under current laws, postal and federal employees cannot participate in a variety of political activities even on their own time. Under the new law, federal workers will, in their free time, be able to endorse political candidates, organize phone banks to urge their election, distribute campaign literature and engage in most other political activity.

The legislation continues the ban against soliciting political contributions on the job, prohibits workers from using official influence or information for partisan political purposes and bans government and postal workers from wearing political campaign buttons while on duty and in government buildings.

Hatch Act reform will "restore to federal and postal employees their most basic right of citizenship, the right to actively participate in the selection of their government. This day has been a long time coming."

— Rep. William Clay (D-Mo.)

The bill also exempts certain high-level personnel, such as Senior Executive Service members, and workers at intelligence and law enforcement agencies. Those actions removed about 85,000 workers from reform coverage.

The House action will "restore to federal and postal employees their most basic right of citizenship, the right to actively participate in the selection of their government. This day has been a long time coming," said the bill's chief sponsor, Rep. William Clay (D-Mo.), chairman of the House Post Office and Civil Service Committee. Clay first proposed legislation to reform the 54-year-old Hatch Act in 1974.

The reform legislation takes effect 120 days after President Clinton signs the bill, which he has pledged to do.

This marks the third time Congress has approved Hatch Act reform legislation. The first two versions were vetoed by Presidents Ford in 1976 and Bush in 1990.

The House passed its latest version of the bill in March by a 333-86 vote. The Senate passed a more narrow version in July by a 68-31 margin.

Instead of going to conference, Clay recommended taking up the Senate bill in order to avoid "indeterminate delay" in getting the bill to the White House. That move avoided an expected Republican filibuster against the conference report.

When the Hatch Act was adopted in 1939, only a third of the 950,000 federal work force was covered by a merit system that protected them from political influence and abuse by their supervisors. Today, with a work force more than three times as large, nearly 80 percent of federal employees are covered by a merit system.

Sen. John Glenn (D-Ohio), the chief Senate sponsor, said changes in the law will not lead to the politicization of the U.S. civil service.

"There will now be a bright line for civil servants between the prohibition of all political activity on the job and what political activity is acceptable off the job, which must be voluntary and conducted as private citizens," Glenn said.

Diehard Republican opponents in the Senate used stalling tactics against the bill at every turn. Even after it was approved overwhelmingly, Sen. William Roth (R-Del.) objected to the routine procedure of appointing conferees, thereby delaying final action on the bill until after the August recess.

Capitol Digest

By a solid 60-39 vote, the Senate turned back an attempt to lift a proposed ban on two Bush-era regulations that promote "helpers" on Davis-Bacon projects and apprenticeship programs.

The AFL-CIO and the U.S. Department of Labor opposed the amendment to the Labor, Health and Human Services appropriations bill offered by Sen. Don Nickles (R-Okla.).

The Nickles amendment would have stripped language from the bill that prohibits the Labor Department from spending any money to implement the regulations promulgated by the Bush White House.

The Bush regulations would create a new category of untrained, low-wage "helpers" within the construction industry. The Davis-Bacon Act requires prevailing wages for "laborers and mechanics" on federal and federally-funded construction projects.

The regulations also would result in severely reducing the level of employment for laborers, primarily minority workers who already are suffering from the recession in the construction industry.

The second regulation would have weakened longstanding rules governing the operation of state apprenticeship programs. It effectively would eviscerate the authority of the state apprenticeship agencies and force them to accept lower federal standards for training programs.

In other action on Capitol Hill:

HOUSING — The Senate passed and sent back to the House of Representatives legislation to encourage pension funds to invest in affordable housing. The House passed a similar bill but must approve the changes made in the Senate version. The legislation earmarks $100 million in Department of Housing and Urban Development funds for rent subsidies to developers backed by pension funds.

The subsidies are key to the success of the AFL-CIO's Housing Investment Trust's National Partnership for Community Investment. The Partnership plans to build 12,000 affordable housing units, create 20,000 union jobs in construction and related industries and 1 million square feet of commercial space.

REVENUE FOREGONE — Nonprofit groups such as charities, churches and labor unions received a reprieve from proposed massive postal rate increases under a new 10-year formula for revenue foregone in the fiscal year 1994 Treasury and Postal appropriations bill. The legislation contains some increases for non-profit mailings that are smaller than first proposed.

Under the original proposals, nonprofit groups eventually would have paid the same rates as commercial mailers. The new increases are spread over a 10-year period and are designed to put a halt to the annual attempt to kill the revenue foregone appropriations.

Unions prepared for tough health care fight

Continued from Page 1

ing of the administration's reform campaign.

The federation hosted White House Budget Director Leon Panetta the night of Clinton's speech, making him available for questions from television stations across the country through the Labor Institute of Public Affairs studio.

John J. Sweeney, president of the Service Employees and chair of the federation's Health Care Committee, also participated in a satellite media tour the next day, speaking to television reporters in Dallas; Cincinnati; Charleston, W. Va.; New Orleans; Greenville, S.C.; Hartford, Conn.; Omaha, Neb.; Albany, N.Y.; and Indianapolis, Ind.

Sweeney called the Clinton plan "uniquely" American in mixing private and public delivery systems and resources, and praised the target of eliminating waste that health care workers "witness every day."

Kirkland harbored no illusions about the fight to win health care reform because "we do not expect those who profit from the inequities of the current health care system to give up their stranglehold without a fight." Among those defenders of the status quo, the Health Insurance Association of America, ended its TV ads, which Kirkland had blasted as misleading and designed "to stir up fear and resentment."

Communications Workers President Morton Bahr was among a host of union leaders who quickly issued their statements of support, indicating organized labor's solid backing for the plan.

"We realize that we are at the beginning of what will be a major battle with special interests fighting to preserve the status quo while average Americans — workers, the unemployed, retirees — struggle to achieve health security," Bahr said. "CWA is prepared to work tirelessly to help America seize the moment."

AFSCME President Gerald W. McEntee, who has directed extensive planning by the AFL-CIO Public Relations Committee for the campaign for reform, vowed that AFSCME members would play a leading role in pushing for congressional passage.

Teamsters President Ron Carey noted that a year ago at this time, when George Bush was president, "it would have been unthinkable to hear such a strong consensus. It took a lot of hard work by unions, consumer groups, responsible doctors and others to push the health care crisis to the top of the nation's agenda. President Clinton deserves great credit for focusing congressional attention on this issue."

"Finally a president has had the courage to take on the real Godzilla that's crushing the American economy," AFT President Albert Shanker said. "Health care costs aren't some abstract proposition; they're gobbling up the resources of every family and business in this country."

"Health care reform is an issue resonating across this nation," noted Jack Sheinkman, president of the Clothing and Textile Workers. "As Congress begins working on this proposal, we will be vigilant in opposing those interests that seek to block reform or exploit the reform process to serve their narrow issues."

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, said Clinton's proposal "will go a long way toward addressing the problems confronting our members, our health and welfare plans and our contributing employers."

Ladies' Garment Workers President Jay Mazur had a message for the nation's lawmakers: "Members of Congress must commit to making universal health care a reality: they can make history, or they can become history."

Other union groups weighing in with statements of support included the UAW, Government Employees, Steelworkers, Machinists, Electrical Workers and the Coalition of Labor Union Women.

'OSHA reform life-or-death for workers'

By Colleen M. O'Neill

Labor representatives told a House panel Sept. 28 that reform of the 22-year-old Occupational Safety and Health Act is a matter of life and death for America's workers.

Officials from the AFT, UAW and the Laborers urged passage of H.R. 1280 in testimony before a House Education and Labor subcommittee. Companion legislation, S. 575, has been offered in the Senate.

"The lost-time injury rate in construction is higher today than when the OSHAct was passed in 1970," noted John B. Moran, director of LIUNA's Health and Safety Fund. "The construction death rate in the United States is three to five times higher than in most other developed nations."

Darryl L. Alexander, AFT's occupational safety and health coordinator, said that "OSHA reform is essential for all of our members, but especially for school employees and those public employees who do not now currently enjoy OSHA coverage."

She noted that schools are rife with hazards, from mimeograph machines to commercial food operations and maintenance shops to science labs and art classrooms. Exposure to construction materials also is a threat.

UAW Health and Safety Director Dr. Franklin E. Mirer told the panel the problems with workplace health and safety would not be solved with the continuation of the status quo.



Bill Burke/Page One Photography

Darryl Alexander of the AFT testifies for OSHA reform, along with Dr. Frank Mirer (left), director of health and safety for the UAW, and John B. Moran, director of the Laborers health and safety fund.

"The fundamental constraint on the protection that OSHA can provide is resources: the federal government and states provide only about 1,800 inspectors for more than 6 million covered workplaces with more than 90 million employees. Many additional workplaces, especially public employment, are not covered at all.

"Most workplaces are never inspected," he said. "But workers are there every day.

"The law must be changed to provide for employee empowerment through health and safety representatives and labor-management health and safety committees."

Moran praised many of the provisions of H.R. 1280, such as those on employee participation in enforcement proceedings, anti-discrimination procedures, the standard-setting process, enforcement of criminal penalties, technical assistance, coverage for public employees, improved data collection, victims' rights, workers' compensation changes and state plan states.

In addition, he urged a construction equivalent of the Mine Safety Administration to address the special needs of that high-hazard, high-injury industry; mandatory safety training for beginning construction workers; the development of one site-specific safety and health plan on multiple-employer work sites; and a requirement that contractors meet minimum safety and health performance criteria on projects using public funds.

Mirer highlighted as key provisions those giving workers the right to refuse unsafe work, authorizing immediate abatement practices, expanding criminal sanctions and expanding the role of the National Institute of Occupational Safety and Health (NIOSH).

AFT members, as public employees, also face myriad hazards — but without the benefit of any OSHA coverage in 27 states.

"The working conditions of public employees has deteriorated considerably over the years," Alexander testified. "Budget cuts have meant extended postponement of routine maintenance of buildings and equipment. Fire exits are sealed; ceilings collapse because of roof leaks.

"The data to substantiate the toll on public employees' health is practically non-existent," she said. "Hazard communication is another missing element."

AFL-CIO gains oversight, endorses asbestos settlement

The AFL-CIO has endorsed a pending settlement in an asbestos class action suit as a "fair and reasonable approach" to the asbestos compensation issues now winding their way through the court system.

The proposed settlement in Carlough vs. Amchem is now pending in the U.S. Court for the Eastern District of Pennsylvania. If approved, it would allow workers who became ill after being exposed to asbestos in the workplace to bypass the courts and receive compensation. It applies to asbestos supplied or manufactured by 20 companies.

The proposed settlement is expected to lead to more than $1 billion in payments to about 100,000 people across the country over the next 10 years, according to the the law firm handling the class action suit.

Claims would be handled administratively with settlement offers made more promptly than under the court system.

"Hundreds of thousands of American workers who are exposed to asbestos during their work are now suffering from asbestos-related diseases," said AFL-CIO President Lane Kirkland and Building and Construction Trades Department President Robert A. Georgine.

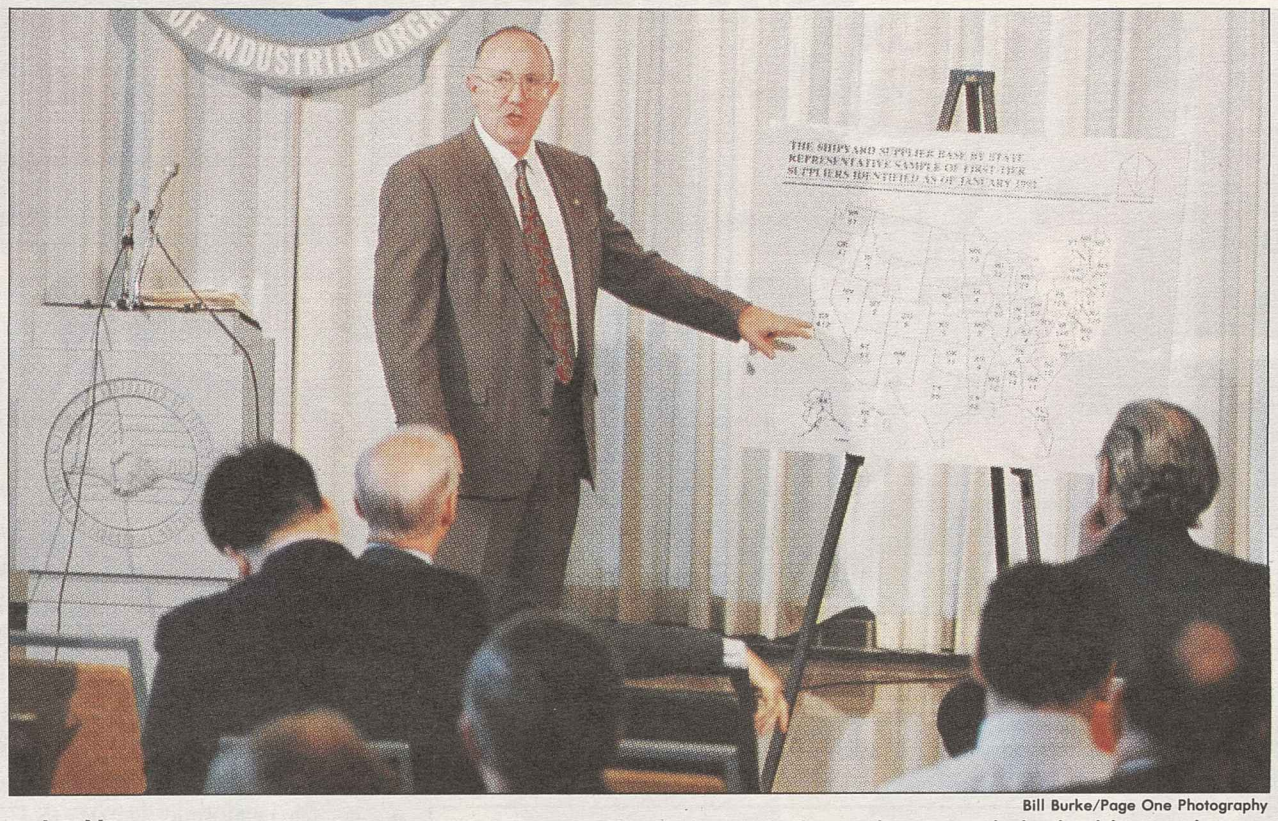
"There is widespread agreement that the judicial system cannot cope in a just and timely fashion with the asbestos claims that have been, and will predictably be, filed in court. An administrative claims system such as the one provided for in the settlement provides benefits that substantially outweigh the benefits in maintaining the status quo," they said.

Under the settlement, a representative appointed by the AFL-CIO has the right to participate equally with attorneys in a mandatory annual audit of the processing and disposition of claims.

In addition, the federation representative and the class counsel would determine jointly what position to take concerning the selection of arbitrators and medical panel members.

The settlement also doubles the number of claims for malignancies that may be resolved through the courts or through binding arbitration if the claimants reject the offers made under the settlement process.

"We believe that these changes further strengthen what was already a strong and effective system for advancing and protecting the rights of asbestos workers," Kirkland and Georgine said.



Bill Burke/Page One Photography

Ande Abbott of the Boilermakers describes how political decisions have threatened shipbuilding industry.

Save shipbuilding jobs, unions urge

By James B. Parks

The AFL-CIO called on the Clinton administration to enforce a law, ignored in the Reagan-Bush years, that prohibits sending U.S. warships to foreign ports for non-emergency repairs.

By simply obeying the law, the government could save thousands of jobs in the shipbuilding industry, Al Bilik, president of the AFL-CIO Public Employees Department, told a Sept. 21 press conference. ''This issue screams for action,'' he said.

This policy ''threatens the future of America's shipbuilding industry and nearly 80,000 American workers,'' AFL-CIO President Lane Kirkland said in a statement.

''The current Navy policy is a factor in the pending layoff of thousands of naval shipyard workers while the Navy increases the amount of repair work performed overseas in foreign facilities,'' Kirkland said. ''Clearly, it is against the national interest to devastate our own capacity and eliminate high-skill jobs — especially in the face of significant and ongoing subsidization of shipbuilding by foreign governments.''

Some 17,000 high-skilled jobs will be lost as a result of scheduled closures of naval bases in the next fiscal year, said Paul J. Burnsky, president of the AFL-CIO Metal Trades Department. Thousands of others who work for suppliers will be unemployed as a result of the cuts as well. Meanwhile, the Navy will spend more than $1.3 billion this year to repair ships in foreign countries, he said.

Foreign governments, especially Japan, Korea and Germany, heavily subsidize their ship repair labor costs in order to undercut U.S. workers, Burnsky said.

By 1996, for example, the Japanese government will subsidize 100 percent of the labor cost at the naval yard in Yokosuka. Thanks to Navy repair work, the Yokosuka facility is booked through 2000 and has to contract out work at unsubsidized rates to other Japanese yards, he said.

''The Navy claims that it is in our nation's vital interest to keep the shipyard workers in Yokosuka on the job,'' Burnsky said. ''Tell that to the Boilermaker in Charleston; or the Machinist in Mare Island (Calif.); or the electrician in Philadelphia,'' he said, referring to bases that are scheduled to be closed.

The federation is calling for the Navy to homeport Navy ships and do scheduled repair work in the United States, said Ande Abbott, the Boilermakers' director of shipbuilding services. That is the only way to save the industry from ''near extinction,'' he said.

K mart intruded on private lives, workers say

By Muriel H. Cooper

A group of recently unionized K mart employees in Manteno, Ill., have sued the discount store for spying not only on their union activities but on intimate details of their lives — from living arrangements to drinking habits.

The workers, who voted to become members of Teamsters Local 705, filed the lawsuit in Cook County Circuit Court in mid-September, charging the company with violating the state law on privacy as well as jeopardizing their job security and opportunities by hiring a private investigation company to gather personal information on them.



''K mart was wrong to spy on working people who are just trying to feed their families. I was loyal to K mart, but they weren't loyal to me.''

— Lewis Hubbell

The case was filed just two months after 500 workers voted to join the IBT, one of several unions beginning to make inroads at the traditionally non-union company. Workers at K mart's Greensboro, N.C., distribution center voted Sept. 10 to be represented by the Clothing and Textile Workers.

''K mart's spies posed as the workers' friends while they poked into their private lives and thoughts, and even followed them into their homes,'' said IBT President Ron Carey. ''K mart has exploited the workers' trust and violated their good faith.''

The workers are seeking compensatory and punitive damages and want the court to stop K mart from further invasions of privacy.

The workers first learned that the company had placed spies among them several months ago, when they received an anonymous package containing invoices and a report prepared for K mart management by Confidential Investigative Consultants Inc. The report included transcriptions of conversations between two spies and the employees, who accepted them as co-workers and friends.

K mart said it hired the consultants months before the union election process began to break up a theft ring at the warehouse.

But, according to the suit, the report included such details as employees' views about unionism, shopping patterns, living arrangements and one worker's ''off-duty fishing plans.''

''I felt betrayed by the company, and I feel that we have no choice but to fight back,'' said Lewis Hubbell, who has worked for K mart for 28 years. ''K mart was wrong to spy on working people who are just trying to feed their families. I was loyal to K mart, but they weren't loyal to me.''

Hubbell recently relocated to the Manteno facility after being laid off a few years short from retiring from a similar position in the Fort Wayne, Ind., K mart.

He was befriended by one of the spies, Al Posego. Hubbell would pal around with Posego, even inviting him to his home. ''If you asked me if I had made one friend since moving to Illinois, I would have said Al. Al was an everyday guy — except that he went home and wrote reports,'' Hubbell said.

Garment firm takes workers to the cleaners

Unionists condemn troubled Leslie Fay

New York

Some 300 Pennsylvania garment workers rallied Sept. 22 at the Manhattan corporate headquarters of Leslie Fay Inc., the $800-million-a-year apparel giant recently beset by an equally giant accounting scandal.

Joined by local supporters, the group staged a noon rally to protest Leslie Fay's unilateral repudiation of an agreement reached last July 15 to guarantee the jobs of approximately 1,000 Pennsylvania sewing plant workers until May 31, 1995, in exchange for significant economic concessions sought by the company.

By mid-August, the company announced that it would not honor the pact, gave notice that it intended to shut one of the Pennsylvania plants covered by the agreement and lay off the 70 workers there, and began to lay off workers at other plants.

''Leslie Fay has declared war on its workers at a time when it needs all the allies it can possibly get,'' said Ladies' Garment Workers President Jay Mazur. ''The one thing workers will never tolerate in dealing with an employer is the bad faith shown by Leslie Fay.''

Mazur announced the protest would kick off a nationwide ''corporate campaign'' to gather broad support for the workers.

Sporting T-shirts with ''Leslie Fay: Stay In The U.S.A.,'' emblazoned on them, the workers came by bus from Wilkes-Barre, Pittston, Throop and Tuscarora to the sidewalks in front of the company's Garment Center headquarters.

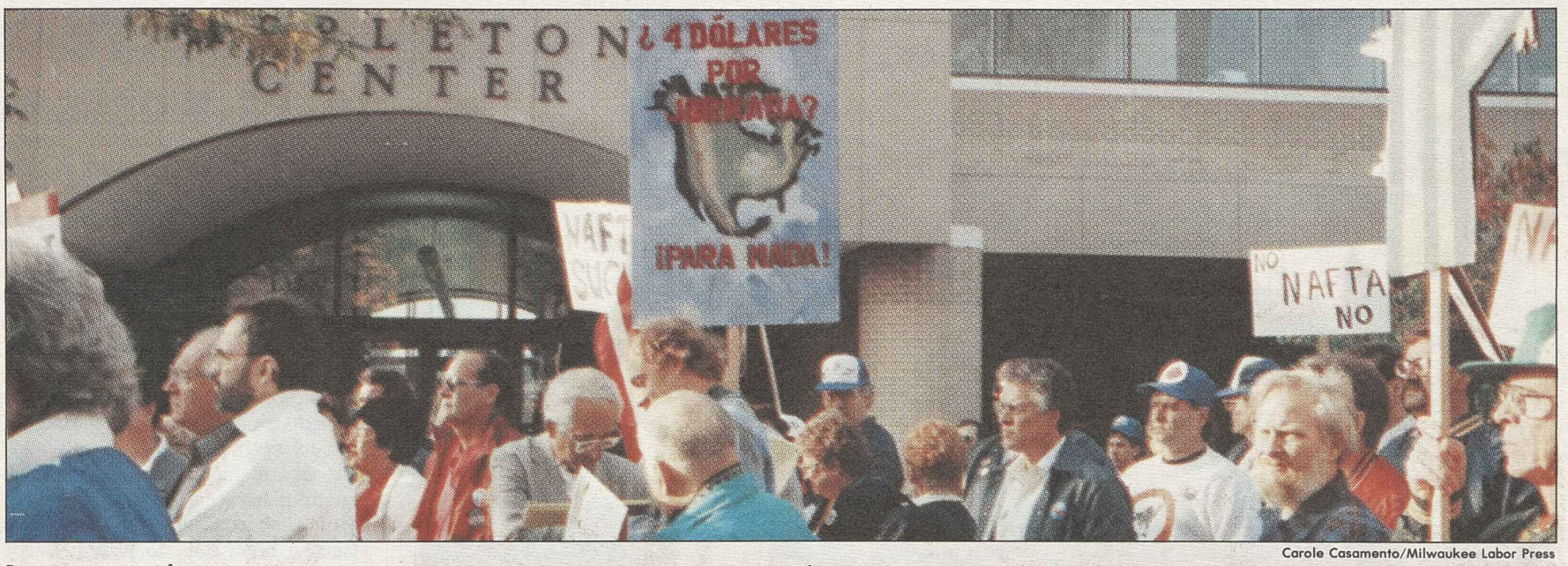
While it has refused to pay about $150,000 in back wages earned by workers in some of its U.S. contracting shops, the company has paid $6.5 million in pre-bankruptcy debts to producers in the Far East. In addition, the company is still honoring the contract of Paul Polishan, the chief financial officer who is at the center of an investigation into massive accounting fraud.

Leslie Fay currently employs in the United States about 2,500 unionized workers — either directly or indirectly at contracting shops that perform its production work — including the 1,000 in Pennsylvania whose jobs are guaranteed under the July agreement. Virtually all of the Pennsylvania Leslie Fay production workers are women. They currently earn approximately $8 per hour.

The company in 1993 closed three plants employing 600 workers in Pennsylvania, Tennessee and Alabama. Mazur noted that cutbacks in Leslie Fay's current levels of domestic production could threaten the jobs of approximately 1,000 workers in U.S. contracting shops.

Most of the company's overseas production work has gone to Guatemala and Hong Kong. One Leslie Fay contractor in Guatemala pays its workers as little as 32 cents an hour.

''Let no one be deceived,'' Mazur concluded. ''If Leslie Fay takes work from Pennsylvania and sends it to Guatamala, the motive will be greed, not need. We intend to wage an all-out national campaign to bring this company and its managers to their senses and make them understand that their success has been, and will be, made in the U.S.A.''



Carole Casamento/Milwaukee Labor Press

Demonstrators picket the pro-NAFTA Great Lakes Conference on Exports in Appleton, Wis., in one of a number of worker rallies against the trade deal.

Unionists on the march to oppose NAFTA

Continued from Page 1

''The AFL-CIO will enthusiastically support any new framework for trade and investment that truly protects the jobs of those who need them, that strengthens the democratic rights of workers throughout North America, that raises the living standards and promotes economic development in the poorer areas of the continent, and that ensures that we will all have a healthy and safe environment,'' Donahue said.

''But when NAFTA and its side accords are measured by those criteria, they are a complete failure.''

Workers and their coalition allies have been busy delivering that message to their congressional representatives and senators through petitions and public rallies. Several thousand people participated at a ''No NAFTA'' rally in Indianapolis and more than 3,000 joined in a similar turnout in Lansing, Mich.

In West Fargo, N.D., the Grain Millers helped bring about 600 people to the Red River Valley Fairgrounds to hear the state's congressional delegation — Democratic Sens. Byron Dorgan and Kent Conrad and Rep. Earl Pomeroy — underscore the damages that the trade deal would bring to workers and family farmers.

In Appleton, Wis., in a state that has lost thousands of jobs to Mexican maquiladora plants, scores of demonstrators picketed the pro-NAFTA Great Lakes Conference on Exports. Union members were joined by environmentalists, elected officials and concerned citizens in pressing their case against NAFTA.

The effort helped convince Sen. Herbert Kohl (D-Wis.) to pledge his opposition to the trade deal. Rep. David R. Obey (D-Wis.), chairman of the Joint Economic Committee, announced his opposition to NAFTA earlier.

Other ''No NAFTA'' rallies have been scheduled for Chicago on Oct. 2 and in Dayton, Ohio, on Oct. 14.

Besides Gephardt, House opposition to NAFTA includes several other key Democrats, including Majority Whip David E. Bonior (D-Mich.) and three of the party's four deputy whips — Barbara B. Kennelly (Conn.), John Lewis (Ga.) and Butler Derrick (S.C.).

Business lobbies are pouring millions of dollars into the campaign to gain passage of the implementing legislation, which is not expected to be introduced in Congress before Nov. 1.

According to recent reports, the Mexican government and the well-heeled business lobby USA*NAFTA are spending upwards of $50 million in the campaign to push the measure through Congress.

Vote counters on Capitol Hill have said neither side currently has enough votes to pass or defeat the proposal. Jim Jontz of the labor coalition Citizens Trade Campaign said that many ''yes'' votes have become ''undecided'' since the administration disclosed the defective side accords on labor and environmental standards.

Four coalitions representing hundreds of smaller groups in the United States, Canada and Mexico have called for an alternative to the defective NAFTA deal.

Earlier, the Human Rights Commission of the Catholic Archdiocese of St. Louis voted to oppose the trade pact on the ground that the supplemental accords ''are insufficient to correct the agreement's deficiencies.''

The commission said the trade pact excludes ''the human needs and concerns of people affected by it.''

Machinists harassed in Mexico

The hint of how worker rights issues might be treated in Mexico under a North American Free Trade Agreement could be seen recently in Tijuana, where 38 members of the Machinists were detained by Mexican officials for three hours and denied food or the use of a phone.

The delegation had sought only to speak with area workers about living and working conditions, IAM members told the Government Operations subcommittee on employment, housing and aviation. Instead, they were harassed and falsely accused of distributing anti-NAFTA leaflets and disrupting operations of a U.S.-owned plastics plant, they said.

''It is going to be extremely difficult for citizens and non-governmental groups in the United States and Mexico to enforce the labor side agreement proposed under NAFTA if they cannot talk to each other without fear of criminal prosecution,'' said Rep. Collin C. Peterson (D-Minn.)

IAM President George J. Kourpias testified that the incident shows the folly of pursuing NAFTA.

''The intimidation of foreign visitors seeking to learn about the exploitation of Mexican workers is more than a violation of human rights,'' he said. ''It is, in and of itself, a compelling reason to defeat the proposed NAFTA treaty.''

Gephardt vows to oppose 'deeply flawed' trade pact

By John R. Oravec

With a warning that more American jobs would be lost and U.S. living standards eroded, House Majority Leader Richard A. Gephardt declared: ''I will vote against this NAFTA.''

The influential Missouri Democrat said the North American Free Trade Agreement negotiated with Mexico and Canada last year by the Bush administration remains ''deeply flawed.'' Supplemental accords negotiated by the Clinton administration do not go far enough to alleviate fears that U.S. companies will continue to move plants to Mexico to exploit lax enforcement of labor and environmental standards, he added.

''Under this agreement we will not be doing the best for our people. We will reduce our abundance,'' Gephardt said. ''Drawn down by the lower wages in Mexico, our standard of living will continue to stagnate or decline.''

Gephardt suggested that U.S. workers would continue to lose good-paying jobs with or without NAFTA, but ''the much greater threat is to our wages and standard of living,'' he said. ''There can be no doubt that NAFTA will only increase the downward pressure.''

Based on findings from his several trips to Mexico, Gephardt said wages are kept artificially low by government action and inaction ''to attract investment from companies seeking low-wage labor as a way to cut costs.''

He cited official data from the Mexican government showing real hourly compensation has fallen 32 percent since 1980 while manufacturing productivity has increased by more than 30 percent.

The bottom line is that ''wages are going one way and productivity the other way,'' he said. ''Mexican workers are producing more, but getting less.''

The labor provision of the trade deal ''is actually worse than the status quo,'' Gephardt said.

''The Mexican government refused to allow industrial relations — the right to strike, the right to bargain collectively and the right to freely associate — to be covered under the dispute resolution procedures of the free trade agreement. This is a glaring and critical omission,'' he pointed out.

He also cited the lack of funding for the environmental cleanup of polluted border areas as well the loss of up to $3 billion in tariff revenues with the creation a free-trade zone in the three countries under NAFTA.

''Under our budget rules, those funds will have come from spending cuts or from higher taxes,'' he noted.

''Ultimately, the total cost of NAFTA will be between $30 billion to $40 billion over the next 10 years, of which $6 billion or more must come from the federal budget over the next five years,'' Gephardt said. ''If the states can't pay their fair share, the federal cost may be higher.''

Gephardt also challenged claims by NAFTA proponents that the average Mexican buys $450 worth of U.S.-made goods annually. ''The real number is closer to $60 in terms of direct consumer purchases, unless you believe that the average Mexican is buying robot welders for his home.''



Bill Burke/Page One Photography

House Majority Leader Richard A. Gephardt says "No" to NAFTA.

HEALTH CARE REFORM



Bill Burke/Page One Photography

Many AFL-CIO Executive Council members were among the supporters who gathered at the White House as President Clinton kicked off his health care reform campaign.

Clinton plan meets labor's longtime goals

By Colleen M. O'Neill

After months of work and waiting, President Clinton unveiled his principles for national health care reform to Congress and the nation on Sept. 22.

As AFL-CIO President Lane Kirkland noted Sept. 21 in giving labor's endorsement, the Clinton plan meets the federation's criteria of universal health coverage at affordable prices, cost containment and quality care. The federation is working to strengthen the plan before it is formally submitted as legislation and will work to maintain those goals as the plan works its way through the legislative process.

In general, President Clinton seeks to establish a new health care system using purchasing alliances incorporating several types of plans organized in the states, which guarantees access to a comprehensive package of benefits with contributions from employers and employees. His plan would establish a new structure for administering the system.

Costs generally would be contained because of the substantial purchasing power of the health alliances, the competition among health care plans, administrative simplification — all plans and providers would use the same forms — and tough limits on overall health spending.

This summary is intended to help union members understand the broad outlines and major goals of the Clinton plan.

Coverage and benefits

The proposal would establish a universal right of access to a comprehensive range of health care benefits. All Americans would be entitled to this coverage, regardless of income, health or employment status, place of residence or other factors. Every American would be given a health security card that they could use to enroll in a health plan to obtain this health insurance coverage.

Even though the new system would be largely employer-financed, it would be a far cry from today's "employment-based" system. From birth, all Americans would be enrolled in the system.

Workers still would be guaranteed health insurance while out on strike, and the government would assume 80 percent of the cost of retiree health coverage.

Medicare is maintained as a separate government program. States are allowed to integrate Medicare beneficiaries into regional health alliances as long as they are guaranteed the Medicare benefits and are protected against any additional financial charges.

Existing federal programs for the Department of Defense, veterans and Native Americans would be maintained.

All U.S. citizens and legal residents would be entitled to coverage. Undocumented workers are entitled to coverage if employed.

The guaranteed benefit package — roughly equivalent to what the majority of Fortune 500 companies currently offer — would be in place no later than Jan. 1, 1997. **(See chart, Page 9).**

There would be limits initially on dental care, mental health and substance abuse coverage, with expansion to full coverage after the year 2001.

The only exclusions would be services not medically necessary or appropriate, private-duty nursing, cosmetic surgery, hearing aids, adult eyeglasses, in-vitro fertilization, sex-change surgery, private rooms and custodial care.

Structure

Each state would be required to establish one or more health alliances by Jan. 1, 1997. The states could begin establishing these health alliances on Jan. 1, 1995, so in effect there's a two-year phase-in period (1995 and 1996). The states could establish a single statewide health alliance, or they could establish several alliances in different regions of the state. However, there could be only one alliance in each region.

The vast majority of Americans —80 percent to 90 percent of the under-65 population — would receive their health insurance coverage through these regional health alliances. The following groups would have to enroll in health care plans through the regional health alliances:

- All employees of federal, state and local government.
- All employees of private employers with less than 5,000 workers.
- All early retirees (ages 55 to 65).
- All unemployed people.
- The current Medicaid population (recipients of Aid to Families with Dependent Children and SSI benefits, as well as other poor individuals).

The plan creates four levels of responsibility for the administration of the new health care system and the delivery of the guaranteed benefit package: a National Health Board, the states, health alliances and health plans.

Administration

The National Health Board would

Continued on next page

Collective bargaining would benefit from reform

Under the Clinton plan, collective bargaining on health care would shift from the basic issue of coverage to additions and refinements of that coverage — since all would be covered from the date of hire, including part-time and temporary workers.

Since companies would spend less on health care, substantial sums of money could be freed up for wages and other economic benefits. Other potential changes:

- Unions might bargain for full employer-paid benefits.
- Workers would bargain with large employers (or all employers in multiemployer plans) over whether to join a regional alliance or to exercise the option to form a separate alliance.
- Non-union competitors must pay for benefits.
- Employers would be required to pay for independent contractors working for one employer.
- The shift from experience rating to community rating would ensure fairer premiums for older workers and women with children.
- There would be fewer incentives to privatize public services.
- The plan provides for government subsidies for premiums of low-wage workers.
- The retiree health care burden would be reduced.

— Colleen M. O'Neill

Health plans would have to accept every eligible person enrolled by an alliance, and could not terminate, restrict or limit coverage of the guaranteed benefit package for any reason.

Continued from preceding page
comprise seven members appointed by the president and would establish requirements for state plans, monitor compliance and provide technical assistance.

The board also would have responsibility for the guaranteed benefit package and implements and enforces the national health care spending budget.

States would be charged with establishing health alliances or implementing a single-payer system by Jan. 1, 1997, and ensuring all eligible participants are enrolled and covered by the guaranteed benefit package.

Additionally, states would establish one or more regional alliances and determine the geographic areas of those alliances. They would certify and regulate health plans within the alliance and administer subsidies for low-income individuals, families and employers.

States would have to ensure that at least one plan is available to every individual at a price at or below the weighted average premium cost of plans in that state.

A state would not be able to regulate premiums as a general rule and would have to operate a guaranty fund to protect health care providers and consumers in the event a plan fails.

States could provide benefits in addition to those provided in the guaranteed national package, and have the option of setting up single-payer systems rather than alliances, with additional requirements of those systems.

Regional health alliances would represent consumers and purchasers of care and ensure residents coverage in plans that deliver the guaranteed benefit package. A key role of the alliances would be to represent consumers and purchasers of care and structure the health care market to encourage the delivery of high-quality care and to control costs.

The alliances would be governed by a board composed of an equal number of representatives of consumers and employers.

Enrollment would be made during an annual open-season period, with a mechanism for enrollment between those periods or at the time of service. If no choice is made within 30 days, individuals would be assigned to the lowest-cost plan available. If more people want to join a plan than there is room, a random selection process would be utilized, with current members given a preference for re-enrollment.

At least one plan offered by the alliance would have to be a fee-for-service plan — such as the Blue Cross/Blue Shield plans currently in operation — that offers consumers free choice of providers. States may waive that requirement under certain conditions.

Health plans would have to meet national standards established by the National Health Board, including fiscal soundness, truth in marketing, provider credentialing, consumer protection, confidentiality, complaint resolution, utilization management and data management and reporting.

Plans would have to accept every eligible person enrolled by an alliance, and could not terminate, restrict or limit coverage of the guaranteed benefit package for any reason, including nonpayment of premiums. Plans could not cancel coverage until an individual is enrolled in another plan.

Plans could not exclude participants because of existing medical conditions or impose waiting periods before coverage begins or exclude certain illnesses or health conditions.

Plans would have to use community ratings — in which risk is assessed across the population of people in the alliance, and thus each individual is assigned the same premium — with premium rates set for individuals, couples, single-parent families and two-parent families.

Health plans would be charged with establishing a grievance procedure to resolve consumer problems.

Finally, the plans would carry a portability feature for the individual. Plans would have to cover emergency and urgent care provided to enrollees outside its service area. For example, if a family member on vacation three states away from his alliance is injured in an accident, he could receive prompt treatment without financial burden or other concerns.

Taft-Hartley and corporate alliances

Large employers with more than 5,000 employees could form their own corporate alliance, unless they decide to opt in to the regional alliances. The decision is one-way only — once in the regional alliance, firms could never opt out.

The U.S. Postal Service and Taft-Hartley plans covering more than 5,000 members also could establish their own alliances. Any of these types of alliances may be self-funded or may contract with approved health plans.

Two-earner couples in which one is a member of a regional alliance and one is a member of a Taft-Hartley or corporate alliance would have to belong to the same one but may choose either of the alliances.

Local union plans could join a national Taft-Hartley alliance with other plans sponsored by the same union or through existing multicraft plans to meet the 5,000-worker requirement. A Taft-Hartley plan also could release its employers to join the regional alliances directly for the purpose of health benefits, but could continue in existence to provide supplemental health benefits and such non-health benefits as life insurance.

Taft-Hartley plans still could pay the full premium for coverage without imposing deductibles, co-payments and benefit limits and without adverse tax consequences to employees and employers. Supplemental benefits may be supplied without adverse tax consequences for at least 10 years.

Plans are still evolving for incentives for corporations and Taft-Hartley plans to consider joining regional alliances at the outset. Federal subsidies for poor workers and for employers are available only through the regional alliances. In addition, plans staying out of the regional alliances may be required to pay a one-time surcharge of 1 percent of total payroll for the privilege.

On the other hand, firms and Taft-Hartley plans with younger, generally healthier work forces might find the opt-out provision (which allows the use of experience rating — that is, payment on actual claims experience rather than a community average) would be financially beneficial.

Financing and payments

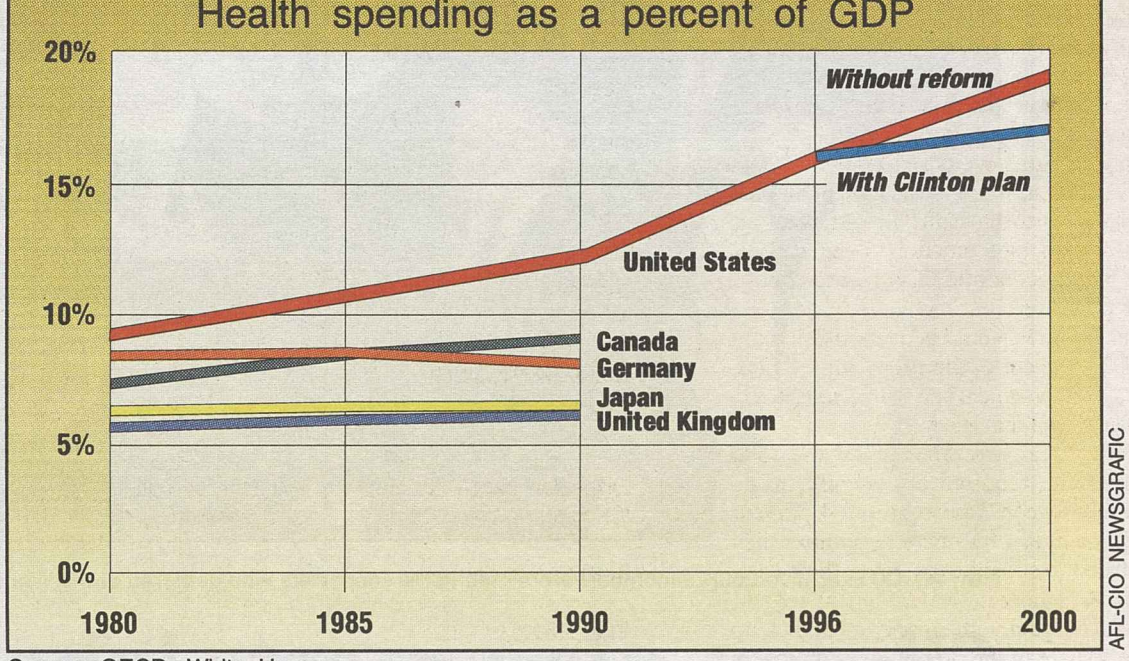
The Clinton health proposal basically would be financed through two mechanisms — the requirement that employers pay premiums for the federal package of benefits, and savings from cost-containment measures that would hold down the growth in health care costs in the private sector as well as costs under Medicare and Medicaid.

All employers would be required to pay at least 80 percent of the weighted average premium in a particular alliance for the federal package of benefits in each of four categories: single, couple, single-parent family and two-parent family.

For example, the average premium for a single individual is estimated to be approximately $1,800 per year, with the employer providing $1,440 and the individual responsible for $360 — or $30 per month. The average family premium is estimated to be roughly $4,200 per year, with the employer(s) responsible for $3,360 and the family for $840 — or $70 per month.

Clinton plan would cap cost spiral

Health spending as a percent of GDP



AFL-CIO NEWSGRAFIC

Source: OECD, White House

pse amounts are based on the average cost
miums within a health alliance. The actual
nt paid to get insurance could vary consid-
y, depending on the type of plan selected by
nsumers. All consumers would be required
the difference between the amount paid by
ployer and the amount of the premium act-
charged by the plan in which they are
ed.

-for-service plans would carry the highest
ums, with traditional health maintenance
izations likely to have the lowest. Thus it
be possible to pay much less via careful
es — a direct economic incentive to choose
er-cost plan.

o-earner families would be responsible only
total of 20 percent of the premium for fam-
verage; each wage earner would not be ex-
d to pay 20 percent each.

re would be an overall cap on the total
nt of premium required of a family, to be
mewhere between 3 percent and 4 percent
family income. Low-income families also
be entitled to subsidies to cover their cost-
g expenses if there is no HMO in the region.

ions could bargain with employers to pick up
ployee's share of the premiums. Employers
may pick up deductibles and co-payments
the federal package of benefits as well as
mental benefits beyond the federal package.

important distinction has been drawn for
orker families. In order to prevent the com-
premium from being much higher than the
of the family coverage, the per-worker
um charged to the employer by the alliance
would be divided by the average number of
rs in that family category within the alliance.

example, if there are an average 1.5
rs per family in the "two-parent family"
ory, the employer's premium in that category
be 80 percent of the average premium for
ategory divided by 1.5.

use the same average premium cost as
e, $4,200 divided by 1.5 equals $2,800; 80
nt of that equals $2,240, which would be the
yer's premium. The worker, however, still
dited as though the employer had paid the
0 percent of the premium, leaving only the
ence for the worker.

benefits covered under the federal package
l continue to be exempt from taxation and
ible for employers. Employer payments for
ums, co-payments and deductibles also
l continue to be exempt from taxation for the
yee and deductible for employers. Employer
ents for benefits totally outside the federal
it package (for example, cosmetic surgery)
l continue to be deductible for employers —
ould be considered taxable income for work-
er a 10-year period.

its on spending

ensure employers are not unduly burdened
mandatory premiums, the Clinton plan pro-
a cap of 7.9 percent of total payroll as the
te liability of an employer. This cap, as
usly noted, would apply only to employers
regional alliances, and not to large firms
aft-Hartley plans in separate alliances.

Clinton plan sets the cap for an additional
dy for small, low-wage businesses on a slid-

Continued on next page

THE CLINTON PLAN

Benefits	Limits	Cost Sharing	
		HMO	**Fee-for-Service**
		In General no deductible $10 per visit co-pay Limit on out-of-pocket costs: $1,500 individual, $3,000 family	**In General** deductible: $200 for individual, $400 family 20 percent co-insurance Limit on out-of-pocket costs: $1,500 individual, $3,000 family
Hospital services inpatient & outpatient	private rooms not included	no co-pay on inpatient services $10 per visit co-pay on outpatient services	20 percent co-insurance 20 percent co-insurance
Physician and other health provider services medical/surgical; inpatient and outpatient; any provider licensed under state law	none	$10 per visit co-pay	20 percent co-insurance
Clinical preventative services immunizations; periodic checkups	government sets schedule for immunizations, pelvic exams, mammograms and cholesterol screening	no co-pay for preventative and well-baby services	no deductible no co-insurance for preventative and well-baby services
Hospice like Medicare	as hospital alternative for terminally ill	no co-pays	20 percent co-insurance
Home health care like Medicare	as inpatient alternative, coverage reassessed at 60 days	no co-pays	20 percent co-insurance
Extended care services skilled nursing facilities	100 days; only after hospitalization	no co-pays	20 percent co-insurance
Ambulance services		no co-pays	20 percent co-insurance
Outpatient lab and diagnostic services		no co-pays	20 percent co-insurance
Outpatient prescription drugs	none	5 percent co-pay per prescription	$200 deductible 20 percent co-insurance $1,000 stop-loss (separate from overall stop-loss)
Outpatient rehabilitation services	only to restore function or minimize limitations; reassessed at 60 days	$10 per visit co-pay	20 percent co-insurance
Durable medical equipment and prosthetics		no co-pays	20 percent co-insurance
Vision and hearing care routine eye and ear exams; eyeglasses for children under 18	only once every two years for adults no adult eyeglasses	$10 co-pay per visit or 1 set of glasses	20 percent co-insurance
Dental care preventative services orthodontia and restorative services	pre-2001 — just children under 18; post-2001 — everyone only after 2001 for everyone $1,500 annual limit for restorative services $2,500 lifetime limit for orthodontia services	$10 co-pay per visit for preventative services $20 per visit co-pay for orthodontia and restorative services	20 percent co-insurance for preventative services $50 deductible and 40 percent co-insurance for orthodontia and restorative services
Mental health and substance abuse benefits inpatient services outpatient psychotherapy abuse counseling	pre-1998 — 30 days per episode, 60 days per year; post-1998 — 30 days per episode, 90 days per year; post-2001 — no limits pre-2001 — 30 visits per year post-2001 — no limits	no co-pay for inpatient services pre-2001 — $25 per visit co-pay post-2001 — $10 per visit co-pay	20 percent co-insurance for inpatient services pre-2001 — 50 percent co-insurance post-2001 — 20 percent co-insurance

Exclusions: Services not medically necessary or appropriate; private-duty nursing; cosmetic surgery; hearing aids; adult eye glasses; in vitro fertilization; sex-change surgery; private rooms; custodial (long term care).

Medicare: outpatient prescription drugs added by July 1996; $200 deductible; 20 percent co-insurance; $100 stop-loss

Long-Term Care: ***Home health care*** — for all severely disabled persons needing assistance with three activities of daily living. ***Custodial care*** — For Medicaid recipients, expanded asset and income allowances.

The Clinton plan would expand the choice of providers for workers. No employer could insist that all of its workers be enrolled in an HMO or PPO.

Continued from preceding page

ing scale from 3.5 percent for businesses with less than 50 workers and an average wage of less than $12,000 up to 7.9 percent of total payroll.

The National Health Board would establish national budget targets to ensure that health care costs do not rise more than a certain amount. For the private sector, this budget target would be enforced by requiring the alliances (regional and corporate) to place limits on increases in the health insurance premiums which can be charged by health care plans (or premium equivalents for self-funded corporate plans).

For Medicare and Medicaid, the budget targets would be enforced by direct limits on federal expenditures.

Workers and non-workers

For early retirees between the ages of 55 and 65 who have worked a set number of quarters, the federal government would generally pick up 80 percent of the average premium for the federal package of benefits. In effect, this amounts to picking up the employer share of the premium. Pre-65 retirees must apply to their alliance to obtain this federal subsidy.

Individual retirees would continue to be responsible for the remaining 20 percent of the premium (in effect, the family share of the premium). However, if an employer previously was providing health insurance coverage to the retirees, the employer would be required to pick up this 20 percent. Also, low-income retirees would be protected by the 3 percent to 4 percent of income cap on any family's liability for premiums.

The unemployed are responsible for paying 100 percent of the cost of the average premium (i.e. both the employer and family share). However, the 3 percent to 4 percent of income cap on the liability of families for premiums would mean that the unemployed would only pay a small portion of the overall premium. Subsidies would be available to cover the rest.

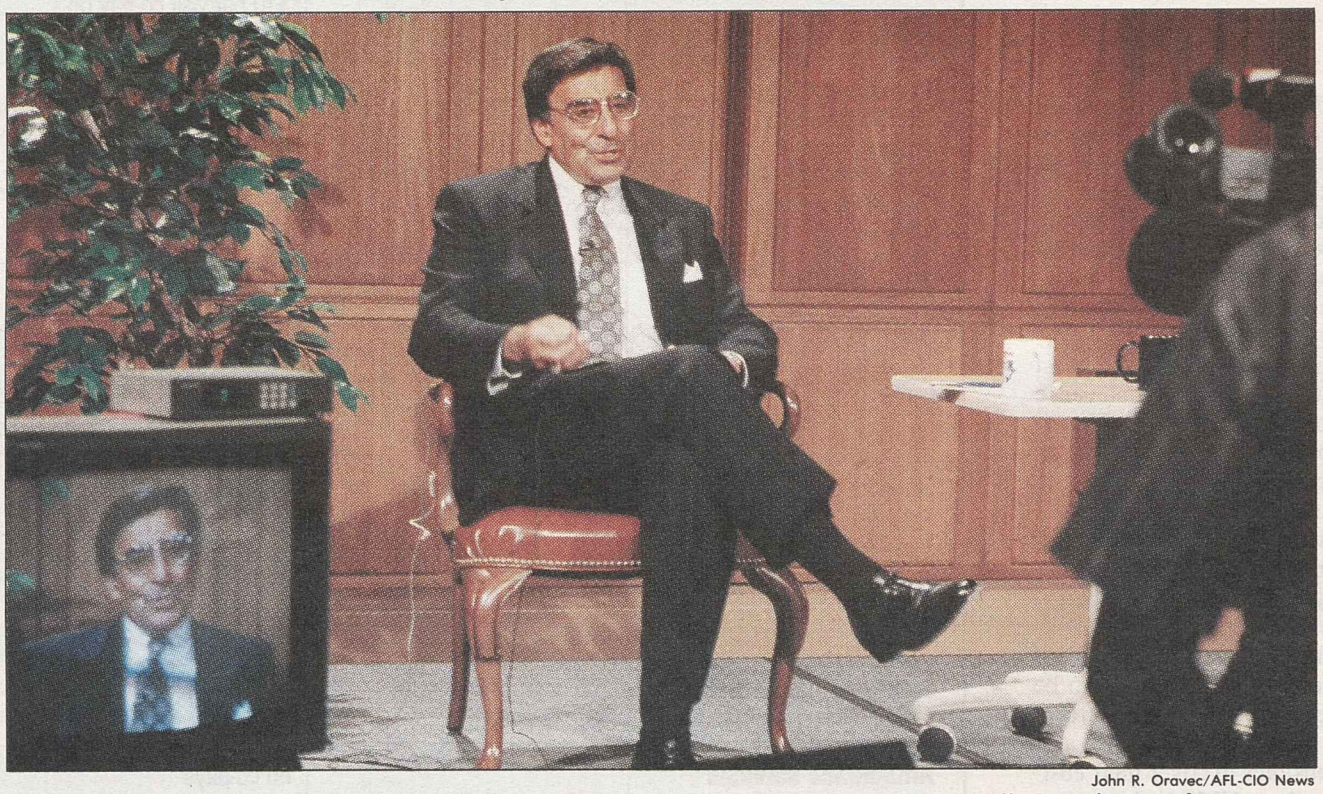
For part-time workers, employers would be required to pay a pro-rata premium. In effect, they must pay 80 percent of the average premium multiplied by a ratio equal to the number of hours worked by the employee divided by 30 (30 hours is deemed to be full time).

So, if the average premium is $1,800 and the employee works 24 hours, the employer's share would be 64 percent (that's 24 divided by 30 equals 0.8, which multiplied by 80 percent equals 64 percent). That 64 percent of $1,800 is $1,152, which is the employer's share. (Workers with an annual income of less than $30,000 would pay less because of the percentage of payroll limit on individual costs.)

In situations where a worker is employed by several different companies, the employer pro-rata contributions would be combined on behalf of the worker.

Part-time workers are responsible for paying the difference between the premiums paid by their employer and 100 percent of the premium. Thus, part-time workers may have to pay more than 20 percent of the premium. However, the 3 percent to 4 percent of income cap should protect all but highly paid part-time workers from being responsible for excessive premiums.

Self-employed people would be required to pay 100 percent of the average premiums — that is, the employer and employee shares. However, they would be able to take a tax deduction for 100 percent of this cost.



John R. Oravec/AFL-CIO News

Office of Management and Budget Director Leon Panetta fields questions on the just-announced Clinton health plan from television stations around the country as he sits in the studio of the AFL-CIO's Labor Institute of Public Affairs. The federation was asked to assist the administration by arranging a satellite media tour for Panetta to respond to reporters on the night of Clinton's speech Sept. 22. The next day, a similar satellite tour was conducted with Service Employees President John J. Sweeney, chair of the AFL-CIO Health Care Committee.

Medicare and Medicaid

Medicare would be maintained as a separate program. However, as previously noted, the states would have the authority to integrate Medicare beneficiaries into the regional alliances, provided they guarantee the same Medicare benefits and do not charge any additional costs to Medicare beneficiaries.

Also, Medicare beneficiaries would have the right to enroll in the regional alliances, even if the state has not acted to integrate the two programs. The health care plans in the regional alliances must submit separate bids for the premiums for Medicare beneficiaries who remain in the alliances (these would be higher than the rates for pre-65 active workers).

A prescription drug benefit would be added to Medicare no later than July 1996. It is similar to the drug benefit mandated for the private sector — $250 deductible, 20 percent co-insurance and a $1,000 limit on total out-of-pocket costs. It would be available to all enrollees of Medicare Part B and paid via 25 percent beneficiary premiums and 75 percent general revenues. Low-income Medicare beneficiaries would be entitled to a subsidy for any out-of-pocket drug costs, the same as for other Part B costs.

All Medicaid beneficiaries would be enrolled in the regional alliances and would receive the federal package of benefits through those alliances. They would have the right to enroll in any health plan in the alliance.

Medicaid beneficiaries who are not receiving AFDC or SSI would be treated like others enrolled in the alliances — they and their employers would be responsible for payment of premiums.

The plans would pay the same rates to health care providers regardless of the type of enrollee (private-sector employee or Medicaid beneficiary). Thus, providers would not have any reason to discriminate against Medicaid beneficiaries.

Long-term care

A new home- and community-based care benefit would be phased in gradually to provide assistance to severely disabled people regardless of age or income. Individuals would have to need assistance with three activities of daily living in order to be eligible for this benefit. The program would be administered through a federal-state partnership, with cost-sharing requirements varying from 0 percent to 40 percent.

The existing Medicaid program for custodial care would be replaced by a new federal-state partnership. Private long-term care insurance would be regulated and would be given preferential tax treatment.

Choice of physician

Individuals would have the right to enroll in any health plan offered under their alliance. Although the alliance may limit the number of approved plans, there would have to be at least one fee-for-service plan. It is likely there also would be a number of HMOs and Preferred Provider Organizations.

Since many employers currently are adopting managed care systems that limit the choice of providers for their employees, the Clinton plan actually would expand the choice of providers for these workers. In effect, no employer would be able to insist that workers be enrolled in an HMO or PPO.

Quality health care

The health alliances would help disseminate information on quality to consumers, such as data on the performance of health plans and providers:

- Alliances would have an ombudsman to assist consumers.
- Privacy of health records would be assured.
- There would be federal licensing of health care institutions.

The states still would license health care providers. However, there would be practice guidelines and performance feedback for providers.

Malpractice reform would require patients to use alternative dispute resolution mechanisms such as arbitration, but patients would retain the right to go to court if they are dissatisfied. Attorneys' fees would be limited to 33 percent. There are no other limits on awards.

Workers' compensation

Workers' compensation and auto insurance carriers would continue to be liable for the medical costs associated with work place and auto accidents. However, these costs initially would be paid for through the regular regional alliances. The insurance companies then would reimburse the alliances for the health care costs.

A long-term study of how to integrate these systems fully into the health care system would be undertaken.

Teamsters, UPS reach tentative four-year pact

By James B. Parks

The Teamsters reached a tentative four-year agreement with United Parcel Service that the union said makes "historic progress in every priority area."

"Teamster members made UPS one of the most successful companies in America," said IBT President Ron Carey. "With this agreement, our members will share in that success with historic new rights and benefits. Management recognized that it's a new day in the Teamsters union."

"This agreement provides job security, job opportunity, protection from unfair treatment, and the best benefit package ever," said IBT Vice President Mario Perrucci, co-chair of the national negotiating committee.

Specifically, the new agreement would raise wages by $2.25 and create new union jobs. The wage increase would take the hourly rate for full-time drivers to $20.05 an hour and $13.05 for part-timers in the final year of the pact, a union spokesman said.

The agreement, subject to ratification, also thwarts company plans to use rail and low-wage, non-union independent truckers to move packages for a new three-day service. UPS agreed to use IBT drivers or drivers covered by the union's master agreement in the new service, a move that could create hundreds of new union jobs.

Another major aspect of the contract is an increase of at least $1 per hour per year in wages and contributions to the IBT pension and health care benefit funds.

"The best-ever benefit fund contributions will make it possible to maintain the high quality health care benefits now provided, and will enable most plans to establish 25-years-and-out pension benefits," the union said.

The new contract also would reform the grievance procedure, guarantee increased full-time job opportunities for part-time workers, limit harassment of employees by supervisors and strengthen employee health and safety rights, the union said.

The ratification process for some 165,000 covered employees, could take about three to four weeks, the union said.

The Sept. 27 agreement came three days before the deadline set by the union for the cancellation of a two-month contract extension. The union on Sept. 23 gave notice that it intended to end the negotiations on Sept. 30.

The members had voted overwhelmingly Sept. 3 to authorize a strike. The extension was signed July 30, one day before the contract expired.



J. Curtis Brown/URW

URW President Kenneth L. Coss addresses second anniversary rally for striking Frontier Hotel workers in Las Vegas.

Rubber Workers re-elect Coss, target NAFTA, strikebreakers

Las Vegas

The Rubber Workers re-elected their top officers and selected an entirely new international executive board during the union's convention.

President Kenneth L. Coss, Secretary-Treasurer Glenn Ellison and Vice President J. Michael Stanley were re-elected by acclamation to three-year terms. The 11 members of the board, also elected to three-year terms, are Dennis A. Bingham, Jim Cassie, Michael Gaskill, Jerome P. Hutchinson, Stanley Johnson, Richard Louttit, Gary MacDonald, Leon Morris, Woodrow W. Pyles, Kenneth F. Walters and David J. Yurick.

Coss, in his keynote address, cited the union's achievements in education for all its members as well as its new organizational program and increased visibility in politics.

Both Coss and Ontario Federation of Labor President Gordon Wilson strongly denounced the North American Free Trade Agreement. The treaty would be "disastrous for U.S. and Canadian workers," Coss said, because it would destroy industry and manufacturing in those countries.

"NAFTA is not about free trade. It's about corporate control over the economic agenda," Wilson told the 574 delegates.

Some 1,200 URW members and their families joined striking workers at the Frontier Hotel to observe the second anniversary of that labor dispute. The march was another in a series of union marches to show solidarity with the strikers and to dramatize the need for a national law to ban the practice of hiring "permanent replacements" for striking workers.

Passing that law is one of the first steps in returning the government to the stated purpose of the National Labor Relations Act, "which is encouraging and fostering the practice of collective bargaining," AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

The most critical issue for organized labor, Donahue said, is organizing the unorganized in order to guarantee that "working men and women of this generation and the next can enjoy the same benefits of trade unionism — the decent wages, the job security, the dignity in the workplace — that we have fought for all these years."

He called for a short-term organizing goal of 25 percent of the work force by the year 2000 and 40 percent in the long-term.

Other speakers included Oil, Chemical and Atomic Workers President Robert E. Wages; Farm Workers President Arturo S. Rodriquez; AFL-CIO Industrial Union Department President Elmer Chatak; Nova Scotia Federation of Labor President Rick Clarke; Richard Womack, AFL-CIO civil rights director; and A.G. Trammell, Alabama's commissioner of labor.

UAW wins Chrysler pact; ratifies Ford agreement

The UAW reached a last-minute tentative agreement with one Big Three automaker while members ratified a contract with another.

In the early morning of Oct. 1, less than four hours after its settlement deadline, the union and Chrysler Corp. agreed on a contract. Details of the agreement were withheld pending ratification. The UAW Chrysler council will meet this week to review the agreement before submitting it to a ratification vote by the rank and file.

"We have again reached an agreement that we are confident is good for the members, good for the company and good for the domestic auto industry," said UAW President Owen Bieber and Vice President Stan Marshall, who heads the union's Chrysler Department.

The current contract expired Sept. 14 and had been extended on a day-to-day basis. The UAW represents some 60,000 Chrysler workers. A major issue in the talks was Chrysler's extensive practice of contracting out work.

By a 2-1 margin, union members Sept. 29 ratified a new three-year pact with Ford Motor Co. that includes a pay hike, restores supplemental unemployment benefits and gives the union a significant role in sourcing decisions.

The new agreement "sets a solid pattern for the auto industry and it charts significant progress for UAW members at Ford for the next three years," Bieber said in a joint statement with Vice President Ernest Lofton, director of the Ford Department.

"We are confident the many protections and gains included in the new agreement will assure workers of a strong foundation for their future while allowing the U.S. auto industry to maintain the forward momentum it is achieving in today's competitive martketplace," they said.

Under the agreement, about 97,000 UAW members will receive a 3 percent up-front wage increase, 3 percent lump sum payments in the second and third year and $600 Christmas bonuses in each of the three years.

There will be a special 25-cent skilled trades adjustment in the first year and the cost-of-living formula will be maintained.

Ford also agreed to replenish some $1.156 billion in supplemental unemployment benefits (SUB) and job security funds. It further enhanced the funds by creating a new $200 million SUB contingency account.

Jobless benefits are a key issue in all the negotiations, with increased unemployment and layoffs in the auto industry. In Canada, General Motors Corp. agreed to pump about $450 million Canadian dollars ($339 million in U.S. dollars) into its unemployment benefits program over the next three years.

The issue could be crucial when negotiations with GM begin in the United States, since the company reportedly plans to slash an additional 50,000 jobs on top of cuts already announced.

The Ford contract also provides for new labor-management cooperation to continue improving the quality of Ford products through a "living document" quality program. The UAW and the company will continuously improve, support and expand the 'Best in Class' quality program.

The agreement also provides that the joint local quality committees establish a process to allow employees to raise product quality concerns, make the necessary corrections and stop operation where necessary.

The UAW won a significantly expanded role in the sourcing decisions. Ford now must consider job and income security costs in making sourcing decisions.

For retirees, the monthly 30-and-out benefit will increase from $1,800 to $2,030 over the life of the contract. Life income benefits were increased by $4.

Two new holidays were added, creating a four-day July 4 weekend in 1995 and 1996.

Meanwhile, members of the Canadian Auto Workers overwhelmingly ratified a three-year agreement with Chrysler. The new pact includes wage increases of 2 percent, 1.5 percent and 1 percent respectively in each year.

The agreement also provides for an additional three days off. By fusing these days with existing time off, workers will have one compulsory week off per year, creating about 250 new jobs. Another 650 jobs will be created when a new third shift is put on at the mini-van plant in Windsor, Ont., the union said.

—James B. Parks

AFA maintains 'CHAOS,' takes Alaska Air to court

By Candice Johnson

The Flight Attendants are taking Alaska Airlines to court over the carrier's suspension of nearly two dozen attendants.

The AFA has been mounting its campaign of CHAOS — create havoc around our system — to counter the carrier's refusal to bargain for a fair contract and its demands for givebacks.

Attendants who have joined in intermittent, short-term work stoppages have been replaced and disciplined, a violation of the Railway Labor Act, the union charged in federal court. The airline suspended 21 attendants following stoppages and said it would fire others who participate in the short-term strikes.

The AFA suit in the U.S. District Court for the Western District of Washington calls for the immediate reinstatement of all affected flight attendants.

The union began the campaign after the RLA-mandated "30-day cooling off period" ended June 19. Alaska Air unilaterally imposed work rule changes on the 1,500 attendants and bargaining for a new contract has been recessed.

In other industry developments:

● Some 250 Air Traffic Controllers from across the country brought their campaign for better working conditions to Washington, where they met with congressional representatives and outlined their concerns at a rally on the steps of the U.S. Capitol.

NATCA President Barry Krasner and senior legislative director John Thornton called on Congress to adopt the Air Traffic Controller Incentive and Retention Act — H.R. 2663 — and to restructure the air control system as a quasi-government corporation to modernize and improve operations.

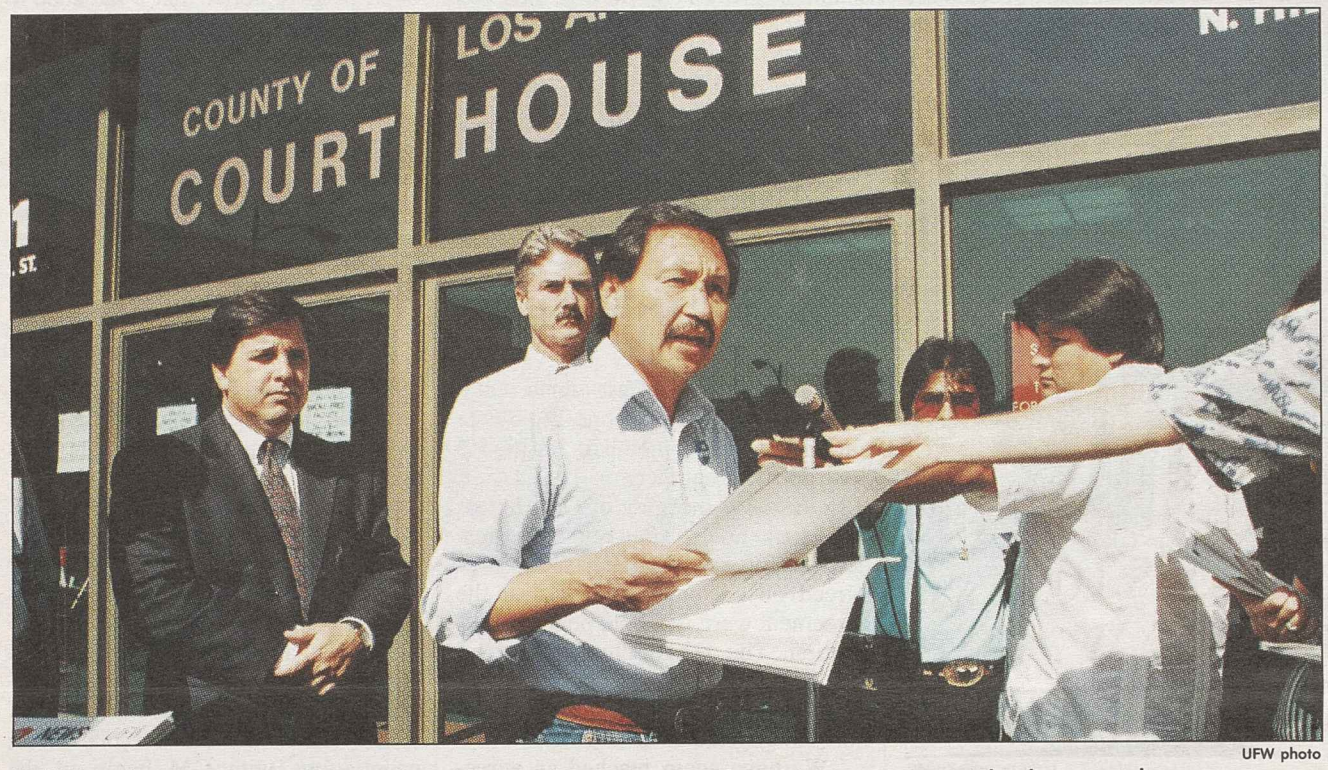
● Machinists District 143 in St. Paul, Minn., is keeping a close eye on management expenditures and operations at Northwest Airlines, to remind the carrier that workers are "co-owners of the company."

In a letter to three top Northwest executives, District 143 President Tom Pedersen criticized the officials for flying first-class to Europe on competing carriers, then billing Northwest. "We've been told by management that we all have to share the pain as well as the gain, but so far, the pain seems to be lodged solely in the backs of Northwest workers," Pedersen said.

Pedersen scored management pay raises, lavish office redocorations, a management conference in Hawaii, free travel passes for families of management and operation of the sales reservation center, which he called "an Information Age sweatshop."

"We bit the bullet to keep this company alive," Pedersen said, not to "let a bunch of company fat cats squander our investment and walk all over workers."

● AFA members overwhelmingly ratified a first contract at Tower Air, providing wage and vacation increases and improvements in sick leave. The 350 attendants first voted to join the AFA in 1989.



UFW photo

UFW President Arturo Rodriguez distributes information on the union's case outside the court house.

UFW challenges $2.9 million court award

By Sharolyn A. Rosier

The Farm Workers are challenging a $2.9 million judgment against the union, claiming it would have won the case if it had not been abandoned by its former attorney.

The union's complaint, filed in the Superior Court of the state of California, also cited improprieties by Judge Joseph D. Howe in the case brought by Bruce Church Inc., the nation's third-largest lettuce producer that has been struck by UFW members.

The new action was filed in Los Angeles because most of the union's assets are located in the area, said UFW President Arturo Rodriguez. "It seeks to make the Arizona court ruling invalid in California. The case is obviously weak, but betrayal by our former attorney in cohorts with the judge strengthened it for BCI."

BCI filed the lawsuit in Superior Court in Yuma, Ariz., claiming the UFW's boycott activities violate Arizona's law banning secondary boycotts and that the union improperly interfered with business relationships with its customers.

But in the middle of the trial, former UFW attorney Carlos Castro motioned through his attorneys, Frank Benton and Marc Lieberman, to withdraw from the case. Judge Howe granted the motion, accepting a March 9 letter from Castro's psychiatrist stating that Castro suffered from a "major depressive episode." The union was not informed of the motion or Castro's mental incapacities.

The March 10 transcript from the hearing on the motion to withdraw from the case was sealed at the request of the attorneys. The UFW did not learn about the proceeding until the transcript was unsealed July 28 at the request of UFW attorney Michael J. Aguirre.

The transcript revealed that the judge was willing to consider a continuance until May 25. But Benton said, "We'll be ready on April 20. That will give us sufficient time to prepare for trial."

Three days later, according to the union, Benton told Marcos Camacho of the UFW that virtually no legal work had been done, sparking a last-ditch mobilization by the UFW President Cesar Chavez to prepare for court. But Chavez died in his sleep April 22 in San Luis, Ariz., near Yuma, before he could finish testifying in the case.

Several other actions by its former attorneys caused the union to be unable to present major portions of its case against BCI while allowing the company to escape having to prove certain key points, Aguirre said.

Specifically, BCI did not have to prove that the UFW threatened the lettuce company's customers or that supermarkets suffered actual damages.

While the BCI lawsuit alleged interference in business relations, no store official testified that BCI lettuce was discontinued because of a threat from the UFW, according to Aguirre.

In fact, a supermarket spokesperson said he discontinued using BCI lettuce because of a December 1983 decision by the California Agricultural Labor Relations Board finding BCI guilty of refusing to bargain in good faith with the UFW.

In addition, the judge also ignored the fact Arizona courts lacked jurisdiction over the union and BCI — both California organizations, Aguirre noted. The activities in question occurred in California and were proper under California law. BCI used Arizona courts to regulate conduct in California.

The UFW began a boycott of BCI's "red coach" label lettuce in 1979.

The union also is suing BCI for malicious prosecution based on the grower's 1988 lawsuit against a UFW lettuce boycott that was dismissed in 1991 by the Arizona Court of Appeals.

Pact to boost UFW organizing

The Farm Workers signed a working agreement with the Mixtec-Zapotec Binational Front (FM-ZB), a group representing indigenous immigrants from the Mexican state of Oaxacan. These immigrants are the latest wave of workers being exploited in California's agricultural fields.

The FM-ZB will recognize the UFW as the legitimate representative of farm workers for collective bargaining, while the union will recognize the FM-ZB as the legitimate representative of the indigenous immigrants.

The new pact boosts a union organizing campaign begun by the late UFW President Cesar Chavez shortly before his death in April.

AIW approves merger with Paperworkers

Minneapolis

On a vote of 302 to 35, delegates to the Allied Industrial Workers final convention approved the merger of the 50,000-member union with the Paperworkers.

Under terms of the merger agreement approved earlier by the Paperworkers executive board, the 300 local unions of the AIW become the Industrial Division of the Paperworkers.

By delegates agreeing to accept the UPIU constitution and dues structure, the merger became effective with the AIW convention action on Sept. 20.

AIW President Nick Serraglio told delegates that the merger forms an organization with a membership of nearly 270,000 to make the UPIU the 13th largest union in the United States.

"I do not look upon this as the end of our organization, Serraglio said, but "as the beginning of a new and even more successful chapter in our history."

UPIU President Wayne E. Glenn said, "By combining our unions, we will have a stronger organization that is in a better position to represent our respective memberships in dealing with today's multinational corporations."

Under the agreement, Serraglio becomes an assistant to Glenn and will head the new UPIU Industrial Division, which will be based at the UPIU headquarters in Nashville, Tenn. AIW Secretary-Treasurer Keith Kirchner becomes an assistant to UPIU Secretary-Treasurer Jim Dunn.

All six AIW regional directors will become assistant regional directors in the merged union. AIW staff have been offered positions at the UPIU headquarters with the closing of the AIW offices in Milwaukee.

In an address to delegates, AFL-CIO President Lane Kirkland commended the AIW on its "long and proud history, which traces its roots to the very outset of industrial unionism in the United States."

The AIW was chartered by the AFL in 1935 as the United Auto Workers of America and became the International Union of Allied Industrial Workers of America following the 1955 merger of the AFL and CIO.

The UPIU traces its origin to the late 1800s. It was chartered by the AFL in 1909 as the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

The United Papermakers and Paperworkers merged with the PSPMW in 1972 to form today's United Paperworkers International Union.

Inbrief

Longshoremen ratify contract extension

Longshoremen ratified a two-year extension to the current master contract, covering 56,000 workers from Maine to Texas.

The current four-year master agreement was entering its final year this month. When it was negotiated in 1990, it called for a dollar-an-hour wage increase for each year of the contract.

In exchange for an additional two years on the current contract, the parties agreed to apply the fourth year dollar increase into a fringe benefit fund.

"This extension is beneficial to both labor and management and brings peace and stability to the industry for several years to come," said ILA President John Bowers.

In addition, the Carriers Container Council and four employer groups — New York Shipping Association, Boston Shipping Association, Southeast Florida Employers Port Association and the council of North Atlantic Shipping Association — agreed that local agreements also are extended for two years from Oct. 1, 1994, to Sept. 30, 1996.

SEIU gains 15,100 in merger agreement

The United Service Workers of America, representing some 15,100 mechanics, salesperson and drivers, has affiliated with the Service Employees.

Delegates to the Service Workers convention approved the affiliation in August and the union won separate charters for four SEIU locals last month.

The 40-year-old Service Workers represented workers at automobile dealerships, home fuel and gasoline delivery companies and burglar alarm companies in New York, New Jersey, Maryland, Delaware, Massachusetts, Connecticut, Pennsylvania and the District of Columbia.

SEIU President John J. Sweeney said the affiliation "brings together two organizations that are unique in their ability to organize and improve the lives of today's workers."

Service Workers President Steven Elliott called the action "a great moment for our union" that will bring together two progressive and innovative organizations. "Our merger will enhance us both," he added.

Pickering named head of Vermont AFL-CIO

Bennington, Vt.

Delegates to the Vermont AFL-CIO elected Ron Pickering of the Paperworkers to succeed retiring President Ralph Crippen.

Pickering will be joined by 10 new executive board members. Florence Stancliffe, who was unopposed, was re-elected secretary-treasurer.

During the three-day convention, the 80 delegates heard international union and national AFL-CIO officials describe efforts to defeat the North American Free Trade Agreement, to pass S. 55, the Workplace Fairness Bill, and to achieve national health care reform.

Among the speakers were Machinists President George Kourpias; Graphic Communications Union President James Norton; Jim Baker, executive assistant to AFL-CIO President Lane Kirkland; and COPE Director Richard Walsh.

Other speakers included Rep. Bernie Sanders (I) and Gov. Howard Dean (D).

Lenard heads new officers in Florida

Lake Buena Vista, Fla.

Delegates to the Florida AFL-CIO convention elected an entire new slate of officers.

The call for change was led by Marilyn Lenard, who was elected president of the state federation over 16-year incumbent Daniel J. Miller.

"We want, we seek, we need active participation by all members of all of our unions if we are to remain a strong voice for the people who make this state and this nation work," said Lenard. Lenard is a member of the Communications Workers and president of the Space Coast AFL-CIO in Brevard County.

Other new officers include Bill Tidwell, executive vice president, and Preston Drummer, secretary-treasurer. Drummer, president of Teamsters Local 512, replaces eight-year incumbent Susan Wilson. Tidwell is president of the West Palm Beach AFL-CIO.

Delegates also passed resolutions in support of health care reform, workplace fairness, organizing and public employee collective bargaining.

Speakers included Gov. Lawton Chiles, Lt. Gov. Buddy MacKay, Electrical Workers Secretary Jack Moore, Insurance Commissioner Tom Gallagher and AFL-CIO Region V Director Ron Martin.

Kirkland: Labor faces tough battles ahead

St. Paul, Minn.

Organized labor has emerged from one of the most difficult periods in its history with its solidarity intact and with sturdy resolve, AFL-CIO President Lane Kirkland told the Minnesota state federation convention.

That resolve will be needed because workers face tough battles to revitalize labor law and national health care reform and to defeat the North American Free Trade Agreement, he told the 900 delegates.

"We have not heard the last of our adversaries. They have shown that they will not be dissuaded by the expressed will of the majority," he said. "And we know that even while they mouth the words 'workplace cooperation,' the employer community will continue to fight tooth-and-nail for unilateral control of the workplace."

"Real cooperation is the last thing they have on their minds. Instead, it's 'my way or the highway.' Under NAFTA, you might start hearing the words: 'My way or the El Camino Real,'" he said.

State AFL-CIO President Bernard L. Brommer lashed out at the growing anti-union sentiment among the state's political leaders. He took particular aim at Republican Gov. Arne Carlson, who has threatened to seek legislation making it illegal for teachers to strike.

The convention also heard appeals from representatives of the striking Mine Workers and from the Allied Industrial Workers, locked out by Staley Manufacturing Co. in Decatur, Ill.

Other speakers included Farm Workers President Arturo Rodriquez, U.S. Sen. Paul Wellstone and Rep. Bruce Vento, both Democrats.

South Carolinians decry shipyard policy

Myrtle Beach, S.C.

More than 100 delegates to the South Carolina AFL-CIO convention decried the export of U.S. Navy shipyard jobs and resolved to oppose a North American Free Trade Agreement that would export more jobs.

Delegates also re-elected President G.O. Smoak and Secretary-Treasurer Jerry McDaniel, supported passage of the federal Workplace Fairness Bill and vowed to push for increased voter registration.

Convention workshops covered organizing, political action and Union Privilege programs.

Speakers included Longshoremen President John M. Bowers; Myrtle Beach Mayor Robert Grissom; South Carolina Commissioner of Labor Virgil Duffie; Davis Marshall, aide to Rep. Jim Clyburn (D-S.C.); A. Philip Randolph Institute President Norman Hill; and AFL-CIO Region V Director Ron Martin.

Wyoming building political action

Casper, Wyo.

The Wyoming AFL-CIO took several significant steps toward fulfilling a five-year plan to expand political education and activities among union members.

The 80 delegates applauded the appointment of Kim Floyd of the Utility Workers as full-time COPE director, part of the political action plan and the result of an expanded COPE check-off initiative.

Workshop sessions covered the North American Free Trade Agreement, state initiatives and referenda, political education and the establishment of political action committees.

President Neil Tyree and Executive Secretary John M. Faunce were re-elected to two-year terms and the executive board was expanded from six to eight members.

The convention also welcomed the 2,700 members of the Wyoming Public Employees Association/Service Employees, which affiliated with the state federation prior to the convention.

Convention speakers included Utility Workers President Marshall Hicks; Governor Mike Sullivan (D); Susan Dunlop, assistant to AFL-CIO President Lane Kirkland; and Wyoming Secretary of State Kathy Karpan.

Washington workers find senator 'guilty'

Spokane, Wash.

Under the banner "Organizing for Social Justice," more than 600 delegates to the Washington state AFL-CIO convention passed dozens of resolutions to increase their success in coalition building.

A highlight of the convention was a march on the office of Sen. Slade Gorton (R), where a "mock trial" was held for his "crimes against working people."

Gorton told reporters he would oppose the Workplace Fairness Act banning "permanent replacements" until "hell freezes over."

The delegates found the senator "guilty as charged."

Speakers included AFSCME President Gerald McEntee; Jim Baker, executive assistant to AFL-CIO President Lane Kirkland; and Norman Hill, president of the A. Philip Randolph Institute. Sen. Patty Murray (D) sent a video greeting.

ILO: Part-time work rising sharply worldwide

Part-time employment has jumped sharply in industrialized nations in recent years to reach 60 million, or one in seven employees, a study by the International Labor Organization shows.

Part-timers — mostly women and many without full-time benefits or protections — now account for about 14 percent of the work forces of the 24 nations of the Organization for Economic Cooperation and Development, which includes the United States, Canada, Japan, Australia, New Zealand and most of Western Europe.

The increase in part-time employment can be interpreted as either a positive or a negative, depending on "what kind of part time we're talking about," said Dr. Vittorio Di Martino.

"You can never win on the basis of part-time employment, with primarily low-skill, low-pay employees without protections," Di Martino said. "But if you have part-time employment opportunities for workers as an alternative to full-time, then you are talking about a positive approach."

The increase in the number of involuntarily part-time workers, those who want full-time jobs but can't find them, is troublesome throughout the countries surveyed, Di Martino said.

The ILO study found that Greece has the highest proportion of part-time workers who wish to work full-time but can't, with more than half of all part-time workers wanting more work. The involuntary figure was just under 50 percent in Italy, 25 percent in Japan, 16.5 percent in the United States and 12.5 percent in Sweden.

Di Martino said the reality of part-time work varies from country to country, where motives, social supports for workers and federal laws vary.

"In the United States, cost-cutting is the primary reason for part-time workers. In the European Community, flexibility is the No. 1 reason," Di Martino said.

The effect of part-time status also varies from country to country. In many Western European states, for example, all workers are covered by public health insurance and enjoy certain basic rights, including the right to organize.

In these countries, being part time isn't as big a handicap as it is in the United States, where most people depend on their employers to provide health coverage and many labor laws are written only for the protection of full-time workers.

Di Martino said the ILO is preparing a minimal standards recommendation for part-time workers.

"The organization's goal is that a certain balance is reached between the need for a certain flexibility within the work force and the need for certain protections for the work force." Di Martino said. "There can be very useful benefits to part-time employment for employees, enterprise and the community, as long as there are certain safeguards."

— Press Associates

Trade deficit heading toward six-year high

By John R. Oravec

Although the U.S. merchandise trade deficit narrowed in July to $10.3 billion from June's $12.1 billion, the country is headed toward the deepest trading shortfall in six years.

Based on the Commerce Department's three-month moving average, the 1993 foreign trade deficit is expected to exceed $120 billion — the worst mark since 1987 when the trade imbalance hit a record $152 billion. Last year, the trade deficit totaled $84.5 billion.

Overall, imports and exports tapered off in July, but imports of $47.4 billion outpaced exports of $37.1 billion to cause the $10.3 billion trade gap.

The deficit in manufactured goods exceeded the overall shortfall by $2 billion, according to Commerce Department data. Imports of factory-made goods poured in at a cost of $39.8 billion while exports flowed out at $27.5 billion. That imbalance of $12.3 billion will further erode U.S. manufacturing employment, down 239,000 factory jobs so far this year, the Labor Department reported earlier.

Meanwhile, the U.S. trade surplus with Mexico continued to shrink, slipping to $108 million in July from $662 million in the year-ago month.

Despite claims by proponents of the North American Free Trade Agreement that cross-border transactions will be a boon to the U.S. economy, some labor analysts cite the dwindling surplus as evidence that NAFTA would open U.S. flood gates to imports from Mexico.

In the first seven months of 1993, the surplus with Mexico has shrunk to less than half of the comparable year-ago period — slipping from $3.7 billion in 1992 to $1.7 billion this year. Imports from Mexico have increased by $2.5 billion over the January-July period, about five times faster than the $0.5 billion rise in U.S. exports to Mexico.

Less than 20 percent of U.S. goods shipped across the border last year went to Mexico's consumer market, said Research Director Herman Starobin of the Ladies' Garment Workers.

Starobin challenged the claims of former U.S. Trade Representative Carla Hills who contended that, on a per capita basis, Mexican consumers bought $477 worth of American-made goods last year.

The bulk of U.S. exports was capital goods, industrial supplies and auto components going to U.S. plants in Mexico with finished products re-exported to the United States, Starobin said.

The bottom line is that "more than 80 percent of the reported exports to Mexico represented U.S. companies trading with themselves," he pointed out.

"Mexican trade data for 1992 show that less than $9 billion in U.S. exports entered the Mexican consumer market," Starobin said. "Dividing that figure by 90 million Mexicans shows per capita Mexican imports of Mexican goods of less than $90, not Ms. Hills's $477."

AFL-CIO economist Greg Woodhead disputed Clinton administration assertions that NAFTA would create 200,000 export-related jobs in the United States by 1995.

"Current trends in the Mexican economy show a pattern that is inconsistent with the 'jobs-through-exports' scenario often repeated by the administration and the big business lobby," Woodhead said.

He noted that the Mexican economy grew at a scant 0.3 percent rate in the second quarter while manufacturing output dropped by 1.1 percent. The Mexican government's attempt to boost interest rates to attract foreign investors and curb inflation has produced a self-induced economic slowdown, Woodhead said.

The U.S. deficit with Japan widened to $4.7 billion in July from $4.3 billion in June for a seven-month total of $31.6 billion, up more than $5 billion from a year ago.

The trade imbalance with China worsened to $2.3 billion from $2 billion in June for a seven-month total of $11.8 billion. The deficit with Canada eased to $637 million in July from $1 billion in June. For the first seven months, the trade imbalance has risen to $6 billion, nearly double the $3.3 billion shortfall with Canada in the year-ago period.

The long-running trade surplus with the European Community took another hit in July with a deficit of $1.6 billion, up from $1.3 billion in June. The United States was still running a $1.2 billion surplus with EC countries in the first seven months of the year, but well below the $8.4 billion edge of a year ago.

In other economic reports:

- The construction of new homes and apartments surged 7.8 percent in August to an adjusted annual rate of 1.32 million units to post the best showing in housing starts since February 1990.

The August rebound came after a 1.7 percent dip in July, the Commerce Department said.

Construction of single-family homes led the increase with a 11 percent pickup, while starts of multifamily units dropped.

All regions but the Northeast showed increases, including gains in the West of 15.6 percent, Midwest 9.6 percent and South 6.4 percent.

Applications for building permits rose 7.5 percent in August to an annual rate of 1.25 million units. And while starts of multifamily units fell 12.8 percent, permit applications jumped 27.6 percent.

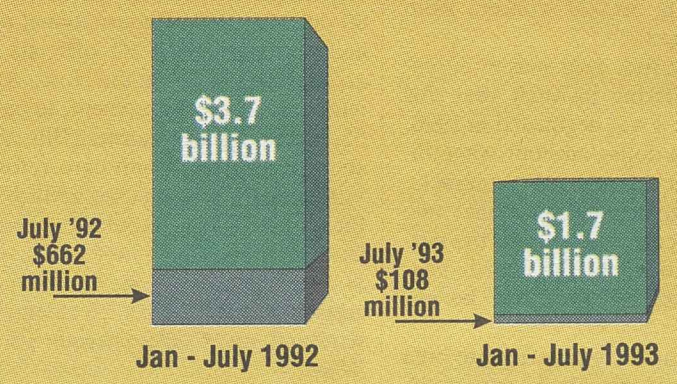
- Factory orders for durable goods rose 2 percent in August after a 2.8 percent drop in July. Led by demands for aircraft and motor vehicles, the Commerce Department said the new orders increased by $2.6 billion from July to $131.2 billion.

In the first eight months of 1993, new orders were 8 percent ahead of last year's pace even though bookings for the big-ticket items have declined in four of the last six months.

The Commerce Department also noted that shipments of durable goods increased 3.6 percent in August to $134 billion, the sharpest pick-up since last December. Shipments declined 4.3 percent in July.

Significant statistics

U.S.-Mexico trade
Surplus dwindles



Imports from Mexico are expanding five times faster than U.S. exports to Mexico, according to Commerce Department data. In the first seven months of 1993, the U.S. trade surplus with Mexico has shrunk to less than half of the comparable year-ago period — slipping from $3.7 billion in 1992 to $1.7 billion this year. Consumer goods and food items accounted for only 19 percent of U.S. exports to Mexico in 1992, well below shipments of capital goods, industrial supplies and auto parts. More than 80 percent of U.S. exports to Mexico involved American-based companies trading with themselves.

Trade deficit	
July — all goods	$10.3 billion
Manufactured goods	$12.3 billion
Housing starts	
August	+7.8 percent
Durable goods orders	
August	+2.0 percent
Industrial production	
August	+0.2 percent
Capacity utilization	
August (unchanged)	81.8 percent

AFL-CIO NEWSGRAFIC

New federal employment plan falls short, AFL-CIO says

While commending the Labor Department for addressing the problems of displaced workers in a draft proposal that would overhaul the government's employment services, the AFL-CIO expressed concern that the measure falls short on the pressing needs of the unemployed.

Major components of the Workforce Investment Strategy as unveiled by Labor Secretary Robert B. Reich are the integration of training programs and "comprehensive worker adjustment" services, creation of "one-stop" career centers designed to improve services and the development of a national labor market system.

In August, the Labor Department counted 8.7 million workers as officially jobless, but less than half were drawing unemployment benefits. More than 1.7 million had been jobless for 27 weeks or longer.

In a letter to Reich, AFL-CIO President Lane Kirkland said income support should be substantially increased above current unemployment insurance levels for displaced workers who have been harmed by government actions.

"All workers who have lost their jobs due to trade policies, defense cutbacks or other government actions, should be entitled to wage replacement benefits at a minimum level of 70 percent of the worker's prior pay," Kirkland wrote.

He noted that the 70 percent minimum was available under Trade Adjustment Assistance prior to 1981.

The Labor Department estimated the cost of the program under the draft proposal at $1.1 billion next year and $3.2 billion by 1998. It said the costs would be reduced if a three-year eligibility test or "tenure screen" would be used.

Kirkland suggested more funds and resources be directed to helping dislocated workers under the comprehensive workers adjustment program. He said money should be collected from a border tax, tariffs, defense procurement set-asides and other appropriate revenues.

The program should be an entitlement for workers dislocated by government action, he said. "Without entitlement to benefits, the program will be empty promises."

Meanwhile, the House Ways and Means Committee approved a measure for floor action that would extend benefits for the long-term jobless under the federal Emergency Unemployment Compensation (EUC) program, which was to expire Oct. 2.

The legislation proposed to extend the EUC program another four months provides for 13 weeks of extra benefits in states with unemployment rates of 9 percent or higher, and for seven weeks in all other states.

Under the new bill, the EUC program will be phased out after next Feb. 5 and final benefits would be paid May 21.

The EUC program had been extend three times since its enactment in November 1991.

Union Privilege enhances L.A. organizing efforts

By Muriel H. Cooper

Under a pilot program that adds local benefits to the package already offered by Union Privilege, Los Angeles unions are organizing under the slogan, "belonging to a union doesn't cost. It pays."

"I call it the feel, touch, taste and see program," said Los Angeles Union Privilege Director Joel Lyle. "These benefits are real. People can easily identify with them."

The six-month-old program offers a variety of discounted benefits including medical, dental, vision and pharmaceutical, as well as consumer, entertainment and travel.

For example, a managed health care system gives non-insured unionists up to 50 percent discount on medical care. The program also accepts insurance as payment in full. This measure saves on the cost of the traditional co-payment made by the consumer.

"This is good for members who can't negotiate an increase in their health benefits." They can use this to offset payments, Lyle explained.

The program seeks to stretch union members' paychecks as well as to attract new members. It has been successful in meeting both of its goals, Lyle said.

When 140 workers from Deckers Corp. voted to join the Machinists in April, they began to receive benefits even though they are struggling to reach a first contract.

"The program was well-received by workers," said IAM organizer Ernesto Medrano. "It shows that the union is trying to provide something while they work on a contract."

Medrano said the availability of the Price Club, a national discount warehouse that sells everything from groceries to lawn care goods, has been especially attractive to the workers.

The program is designed to meet specific needs. "Local people will tailor the program to their resources and needs," said AFT Local 1990 President Daryl Holter. "That's important because the program can be used as an organizing tool."

Lyle saw the effectiveness of the program when a local IAM unit was trying to organize a group of shipbuilders. "We had almost 50 guys who were eligible to join the union, but were holding out," he said. "We went in with the brochures and got 11 new members and 11 more are registered to join after they have worked 30 days.

"It's something that you can use in your daily life. You can take it home to your spouse. I get excited when I pass out the brochure and get new members."

Newsmakers

Pam Egan, executive director of the Montana Family Union, and **Ellen Bravo,** director of 9to5, an affiliate of the Service Employees, have been appointed by House Speaker **Thomas Foley** (D-Wash.) to serve on the National Commission on Leave. They will join AFL-CIO Vice President **Lenore Miller,** president of the Retail, Wholesale and Department Store Union, who was appointed last April by Senate Majority Leader **George Mitchell** (D-Maine) to serve on the 12-member commission, which is tasked with studying the impact of family and medical leave policies on employers and employees.

Labor will lose a friend in the Senate with the decision by Sen. **Donald W. Riegle, Jr.** (D-Mich.) not to seek reelection to a fourth term in office. Riegle, chairman of the Banking, Housing and Urban Affairs Committee and a ranking member of the Finance Committee, has been at the forefront in supporting fairness and equality for working Americans, as well as a leading opponent of the North American Free Trade Agreement. "Don Riegle's record on the issues most affecting working people is indisputable. He has truly been a senator of, by, and for the American people," said UAW President **Owen Bieber.** Riegle has a 93 percent "Right" COPE career voting record.

AFL-CIO Legislative Director **Robert M. McGlotten** has been selected to serve a three-year term on the Congressional Black Caucus Foundation board of directors.

Denise E. Holmes has been appointed director of the Committee for National Health Insurance and the Health Security Action Council. She succeeds **Melvin A. Glasser,** the longtime director of the organization, whose president is former UAW President Douglas Fraser and whose secretary-treasurer is AFL-CIO Secretary-Treasurer **Thomas R. Donahue.**

AWARDS

Three union apparel firms were honored for outstanding employment practices by the Council for American Fashion. Nicole Miller, Inc., Andmore Sportswear and Lady Lynne Lingerie "have succeeded by choosing a path that is both old-fashioned and on the cutting edge of today's strategies: they trust their workers, they listen to their workers, they rely on their workers' skills, they understand their workers' human needs for respect and involvement, and they reward their workers fairly, as an investment in their future," said Ladies' Garment Workers President **Jay Mazur.**

MRC Bearings Co. in Jamestown, N.Y., and the 623 members of UAW Local 338 were awarded a $50,000 grant to support a joint labor-management "co-management" process. The award was presented by **Brian Flores,** acting director of the Federal Mediation and Conciliation Service. The project will facilitate worker involvement in the development and implementation of advanced workplace practices and technologies through skills training.

Green Lewis named head of Community Services

AFL-CIO President Lane Kirkland has appointed Green Lewis to direct the labor federation's Department of Community Services.

Lewis, a veteran AFL-CIO organizer and field representative, succeeds Joe Velasquez, who joined the Clinton administration as deputy director for political affairs.

"Green Lewis will help increase labor's goodwill and volunteer efforts," Kirkland said. "His experience in the field and national headquarters make him uniquely qualified to handle the demands of running this department and its many activities both in Washington and throughout the country."

Lewis joined the federation in 1969 as a field organizing representative. He served as an AFL-CIO regional director covering Alabama, Florida, Georgia, North Carolina and South Carolina, and coordinated the Houston organizing project. He moved to headquarters as assistant director of the Department of Organization and Field Services and has held that post since 1984.

A graduate of Fort Valley State College in Fort Valley, Ga., Lewis has been a classroom teacher and coach. He is a member of the NAACP and the Southern Christian Leadership Conference, and a national board member of the A. Philip Randolph Institute.

Lewis is married and has three children.



Green Lewis

Resources

The AFL-CIO Department of Economic Research and the AFL-CIO Department for Professional Employees are seeking current contract language, union policy statements, major arbitration awards, innovative case studies and union training programs for a booklet on technological change and work reorganization. Please forward all materials to Sheldon Friedman in the AFL-CIO Department of Economic Research, 815 16th St. N.W., Washington, D.C., 20006.

PUBLICATIONS

Testimony on the North American Free Trade Agreement by AFL-CIO Secretary-Treasurer Thomas R. Donahue before the Senate Finance Committee (93-24) and the House Ways and Means subcommittee on trade (93-25) are available from the Publications and Materials Office, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

In the testimony, Donahue underlines the shortcomings of the Bush-negotiated trade deal and the failure of supplemental side accords to correct the flaws.

CONFERENCES

The Women's Bureau of the Department of Labor will sponsor a conference on **Labor Law Reform: The Forecast for Working Women** on Oct. 14 at the Bureau of Labor Statistics Conference and Training Center in Washington, D.C. Call 202/362-1675.

National Tea strikers win UI benefits

Members of Food and Commericial Workers Local 210 striking National Tea Company supermarkets in Louisiana are eligible for unemployment compensation because "National Tea caused their unemployment, not a labor dispute."

The ruling by state Chief Administrative Law Judge Dennis W. Dykes upheld a Louisiana Labor Department decision to pay unemployment benefits to the striking workers.

Dykes pointed out that National Tea told employees that it would implement its final offer regardless of the ratification vote. That proposal, he noted, would make changes in "seniority guarantees, benefit provisions regarding health insurance and pensions, bumping rights, overtime pay rules and reductions in other fringe benefits."

The Aug. 26 ruling came the same day National Tea closed its eighth store since the strike began, affecting some 600 jobs. The company told the union during contract negotiations that it planned to close 10 stores that were marginally profitable, according to Weldon Sharon, secretary-treasurer of UFCW Local 210.

The 4,500 employees represented by the union work National Tea supermarkets operating as That Stanley!, Canal Villere, National Supermarket and The Real Superstore. National Tea is the only unionized supermarket chain in Louisiana.

When the dispute began, the union members were employed at 29 supermarkets around the state under three collective bargaining agreements. Two of the bargaining agreements expired Jan. 16 and another one March 27.

The workers voted overwhelmingly to strike, despite meetings where management officials issued the ultimatum on the company's final offer. The strike began April 15 over management's concessionary demand.

After four months, the union proposed impartial arbitration in a top-level discussion with Loblaw's, the Canadian parent of National Tea, but Loblaw could not convince National's management to submit the offer to arbitration.

"National Tea doesn't believe it could convince a fair and impartial arbitrator that company demands for cuts in health and pension benefits as well as a pay cap are fair, just or even necessary," said Dwayne Carman, UFCW regional director and international vice president.

"We believe in the justice of the workers' cause. And we're willing to abide by a decision of an independent and unbiased arbitrator."

Council report to convention accents goals

Continued from Page 1

Urban Development Secretary Henry Cisneros.

The convention on Wednesday will highlight the AFL-CIO campaign against the proposed North American Free Trade Agreement, which is "nothing more than an investors agreement to exploit cheap labor and ship a half-million jobs to Mexico without doing a thing to raise living standards for Mexican workers," Kirkland said.

Kirkland praised Clinton for rescinding a series of anti-union executive orders by Presidents Bush and Reagan, and for economic programs that "redirect our national priorities toward investment in the future, while restoring some much-needed equity in the tax system." He noted other labor-backed achievements, such as the Family and Medical Leave Act and "motor-voter" registration, as well as Clinton's commitment to sign Hatch Act reform.

Kirkland also saluted Clinton's blue-ribbon Commission on Worker-Management Relations.

"We fully expect that a fair hearing by this commission will produce but one conclusion — that the law, as it stands, is not sufficient to ensure working people their basic right to join a trade union," Kirkland said. "Rather, it has been perverted and has become a tool in the hands of those who would dominate and repress working people."

The Executive Council report to the convention, a 374-page compilation of labor's progress and goals, points out that unions have continued to give their members a greater advantage in wages and working conditions than unrepresented workers, despite the harsh economic climate and the pressure that rising health care costs have exerted at the bargaining table.

The council reported a total of 86 unions, down from 90 two years ago, with a membership of 13.299 million, a 5 percent drop from the 13.99 million of 1991, but well above the 1980s low point of 12.7 million in 1985. The AFL-CIO attributed the loss to automation, persistent high unemployment, continuing trade deficits, and erosion of the U.S. job base in the most unionized employment sectors such as manufacturing, construction and mining.

AFL-CIO Secretary-Treasurer Thomas R. Donahue noted that "unions continue to grow where U.S. jobs are growing, in communication, education, health and the services generally." But he noted that such growth was not enough to offset losses by other unions.

"While the new Clinton administration has given hope to a rebirth in U.S. manufacturing, unions are not sitting idly by," the report stated. "They have turned to traditionally unorganized workers in hospitals, college campuses, janitorial services, high-technology production operations and other workplaces to find a growing number of workers who want the level of respect and dignity that unions provide."

The federation continues to break ground with programs created by its Committee on the Evolution of Work — the AFL-CIO Organizing Institute, which is training a new generation of organizers, and Union Privilege, a benefits package that includes low-interest credit card and home mortgage programs. In addition, the AFL-CIO Housing and Building Investment Trusts has embarked on a new program, in partnership with government and private groups, to create jobs building low-cost housing in the inner cities.

The report also outlines a variety of union victories through the federation's Strategic Approaches Committee, which coordinates comprehensive campaign activity. "The objective of these activities is to rally forces throughout the entire labor movement to support tactical actions at a point when it is possible to affect the outcome of the dispute," the report noted.

These campaigns have assisted Steelworkers at Ravenswood Aluminum Corp., Amalgamated Transit Workers at Greyhound, members of eight unions at the Pittsburgh Press and four unions at the Frontier Hotel in Las Vegas. Assistance also was given to city workers in Philadelphia, state workers in New York and teachers in Los Angeles. The committee currently is expanding its efforts to assist the Mine Workers in their dispute with the Bituminous Coal Operators Association, the Teamsters at Diamond Walnut and the Philadelphia newspaper unions.

Union solidarity also has been the byword around the world, as workers have joined together not only to help raise living standards, but to give impetus to democracy movements.

"The AFL-CIO always has believed that the workers of these nations — not our government or our multinational corporations — are the ones who would ultimately bring about an international democratic revolution," the report notes. "Solidarnosc proved us right: it has happened elsewhere in the world."

Convention rules

Rule 1. The convention shall be called to order at 10 a.m. on the first day and 9:30 a.m. on all subsequent days, and shall remain in session until the conclusion of the morning's agenda, reconvening at approximately 2 p.m. and remaining in session until the conclusion of that day's agenda or approximately 5 p.m.

Rule 2. If a delegate, while speaking, is called to order, the delegate shall, at the request of the chair, take his or her seat until the question or order is decided.

Rule 3. No delegate shall speak more than once on the same question, until all who desire to speak on that question shall have been heard, nor more than twice on the same question, except by consent of the majority.

Rule 4. Should two or more delegates rise at the same time to speak, the chair shall decide who is entitled to the floor.

Rule 5. When a motion to table is made, the motion shall not be put until the introducer of the original motion is given an opportunity to speak on the question.

Rule 6. No delegate shall interrupt another in his or her remarks, except to raise a point of order.

Rule 7. A motion shall not be open for discussion until it has been seconded and stated from the chair.

Rule 8. A motion to lay to the table shall not be debatable except as limited by Robert's Rules of Order. When such a motion is made, and amendments are pending to the original motion before the convention, the motion to table shall apply to the amendment or amendments, and it shall require a new motion to table the original motion.

Rule 9. A motion to reconsider shall not be entertained unless made by a delegate who voted with the majority on the original question, and shall require a majority vote.

Rule 10. No motion or resolution shall be voted upon until the mover or introducer has had an opportunity to speak upon it if he or she desires.

Rule 11. A roll call on any question before the convention shall be called upon the request of 30 percent of the delegates present.

Rule 12. When a roll call has been taken and all delegates present have had an opportunity to record their votes, the ballot shall be declared closed.

Rule 13. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

Rule 14. All resolutions shall bear the signature of the introducer and title of the organization he or she represents and shall be submitted in triplicate form.

Rule 15. The reports of the committees shall be subject to amendments and substitutes from the floor of the convention, the same as other motions and resolutions.

Rule 16. When a question is pending before the convention, no motion shall be in order, except to adjourn; to refer, for the previous question; to postpone indefinitely; to postpone for a certain time; to divide or amend; which motions shall have preference in the order named.

Rule 17. The convention shall be governed by Robert's Rules of Order on all matters not herein provided for.

Rule 18. Unless otherwise constitutionally provided, the regular order of business of the Twentieth Convention of the AFL-CIO shall be as follows:

1. Report on credentials submitted by the Committee on Credentials.
2. Approval of rules and order of business submitted by the Committee on Rules and Order of Business.
3. Report of convention committees.
4. Nomination of officers.
5. Election of officers.
6. Adjournment.

INSIDE

VOLUME 38, NUMBER 21
OCTOBER 4, 1993

AFL-CIO NEWS

1 ***Health care reform campaign kicks off***
AFL-CIO President Lane Kirkland says President Clinton's plan for health care reform meets labor's goals and pledges an all-out drive by organized labor to win congressional enactment.

2 ***Dunlop panel hears anti-union tactics***
The government's commission on labor law gets some first-hand examples of the vicious anti-union — and illegal — campaigns run by some employers to keep workers from organizing.

3 ***Hatch Act reform passes Congress***
Federal and postal workers are about to gain the ability to participate in the nation's political process, as a Hatch Act reform measures goes to President Clinton for signature.

6 ***Rep. Gephardt sends 'No NAFTA' message***
House Majority Leader Richard A. Gephardt warns that the North American Free Trade Agreement will erode U.S. living standards and declares he will "vote against this NAFTA."

11 ***Teamsters gain in UPS contract***
Some 165,000 Teamsters would win job security as well as wage and benefit improvements under a tentative four-year settlement reached with United Parcel Service.

12 ***AIW votes merger with Paperworkers***
Delegates to the Allied Industrial Workers final convention vote to merge the 50,000-member union with the Paperworkers, swelling the ranks of the UPIU to 270,000 members.

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

10/4/93

AFL-CIO NEWS

AFL-CIO CONVENTION
PROUD to be UNION

Kirkland keynote 5
'No NAFTA' rally 5
Clinton, Reich 6
Health care plan 7
Organizing panel 7
S. 55, labor law 8
Civil rights, Reno 9
International 11-12

VOLUME 38, NUMBER 22 OCTOBER 18, 1993

New urgency, impetus to 'No NAFTA' drive

By John R. Oravec

With about five weeks to go before a scheduled vote on the North American Free Trade Agreement, the union campaign against the pact gained new urgency, as well as a new impetus coming out of the AFL-CIO convention.

The message that NAFTA would endanger U.S. jobs and standard of living is being delivered by television commercials and plant gate rallies, billboards and petition drives, talk show appearances and bumper stickers.

The grass-roots campaign directed by the AFL-CIO Task Force on Trade has put union members in the forefront of the effort to counter U.S. multinational corporations and the Mexican government, which are pouring $50 million into a lobbying and advertising blitz to sell NAFTA to Congress.

While the NAFTA proponents hold a huge financial advantage, the AFL-CIO has launched an alternative multimedia campaign focusing on key congressional districts throughout the country.

Billboards have been booked in 157 locations and TV messages are being aired in 20 major media markets in states including Massachusetts, California, Ohio, North Carolina, Georgia, Pennsylvania, Tennessee, Washington and Virginia.

Enabling legislation for NAFTA — which would set up a common market in the United States, Canada and Mexico — is likely to come up in the House early next month, and a vote on the measure is expected before Thanksgiving.

In congressional testimony Oct.13, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Senate Labor Committee that NAFTA would definitely benefit U.S. multinational corporations, but that the rest of the nation would lose heavily.

In addition to the loss of many thousands of jobs with the massive transfer of investment and production to Mexico, Donahue warned, the monetary cost of NAFTA alone could exceed $30 billion.

Continued on Page 4



Steve Yarmola/AFL-CIO News

President Clinton: "This administration shares your values and your hopes and your dreams."

Convention sets high standards, goals

By Michael Byrne
San Francisco

Delegates to the AFL-CIO's 20th biennial convention recommitted the labor movement to social and economic progress while cementing the federation's close working relationship with the Clinton administration.

President Clinton addressed the convention on opening day, declaring that "this administration shares your values and your hopes and your dreams and the interests of your children."

Similar comments came from Labor Secretary Robert B. Reich and Attorney General Janet Reno, who lauded the ability of trade unionists to organize in communities, noting that "labor plays a part in almost every successful community program that I have seen."

Reich promised that Clinton would work hard to help win passage for the Workplace Fairness Bill, which faces a promised filibuster by a minority in the Senate. Reich also reiterated his support for reform of the Occupational Safety and Health Act and said Clinton's appointments to the National Labor Relations Board would assure fairness from that board.

In a strong vote of confidence for Clinton's health care reform proposal, delegates urged all affiliates to mobilize members to demand enactment of the program.

"We cannot and we must not stint or lag in our support for the president's pledge and our own historic goal: good health care for every American," AFL-CIO President Lane Kirkland said.

But the union delegates drew the line on the proposed North American Free Trade Agreement, which Clinton is trying to push through Congress. NAFTA would destroy U.S. jobs and depress U.S. wages while doing little to lift Mexican workers out of poverty, the convention declared.

Labor also voiced its opposition to NAFTA in a demonstration at San Francisco's Union Square, where delegates and supporters massed to hear Kirkland, the Rev. Jesse Jackson and others denounce the flawed agreement.

Delegates re-elected Kirkland, Secretary-Treasurer Thomas R. Donahue and the federation's 33 vice presidents. They also agreed to a one-cent per capita increase on Jan. 1 of each of the next two years, bringing the AFL-CIO per capita to 42 cents in 1995 and helping the federation overcome projected operating deficits.

Teamsters Secretary-Treasurer Tom Sever told the convention that the IBT would go on record against the per capita increase because of that union's financial status.

The 726 delegates adopted 93 resolutions during the four-day meeting — ranging from determined opposition to sexual harassment and violence against women to a call to end sanctions against South Africa. Seven resolutions were referred to the Executive Council.

Delegates paid tribute to Cesar Chavez, the late Farm Workers president, hearing from his successor, Arturo Rodriguez, and participating in a

Continued on Page 10

Unions take health care fight to Hill

Kirkland: Labor is behind Clinton

By Colleen M. O'Neill

Organized labor moved quickly after the AFL-CIO convention to take the union message on health care reform to Capitol Hill.

AFL-CIO President Lane Kirkland told members of two House panels Oct. 12 that the Clinton plan embraces the basic goals and principles long advocated by the federation, and asked, "Is it not time, now — after all these years — for America to join the human race as far as health care is concerned?"

The Clinton plan would guarantee a comprehensive package of benefits to everyone, contain costs through budgeting and administrative streamlining, maintain and improve the quality of care, spread the cost of care equitably and end the link between employment and health insurance coverage.

That link, Kirkland said, has created a system that provides economic rewards to businesses that reduce or deny coverage to workers.

"The AFL-CIO will vigorously oppose any effort to water down the president's legislation with so-called 'voluntary' or market-based concepts," Kirkland told the House Energy and Commerce subcommittees on health and the environment and commerce, consumer protection and competitiveness.

"Nothing short of full-scale restructuring of our health care system, including universal coverage, cost controls and a coordinated health delivery system, will solve the current crisis," he added.

Service Employees President John J.

Continued on Page 3

Philadelphia newspaper unions win settlement

By James B. Parks

After three days of almost non-stop bargaining, 10 local unions at Philadelphia's two daily newspapers reached a tentative agreement on a new four-year contract that guarantees job security and settles key jurisdictional issues.

"We are very pleased," said Joe Lyons, president of the Philadelphia Council of Newspaper Unions, an umbrella group representing the unions. "The most important thing was the unity of the council. The company tried to isolate The Newspaper Guild and we wouldn't let it happen."

Neither side wanted a strike, Lyons said, but the unions were unanimous that they would all be satisfied with the contract or they would strike. Negotiators kept talking through several deadlines set by the council. The various unions will conduct ratification votes over the week of Oct. 18, he said.

Management made several preparations for a strike, including hiring the notorious anti-union security firm of Vance International. Under the auspices of the AFL-CIO Strategic Approaches Committee, Organization and Field Services Department staff were assigned to the newspaper council and strike preparations had begun.

Ultimately, "both sides realized it wasn't in either side's interest to have a war," said George Curtin, an AFL-CIO representative assigned to assist the unions. "Even through the exhaustion, that kept people focused and motivated."

Lyons and Curtin said non-economic issues were the key to the contract with Philadelphia Newspapers Inc., which includes both The Inquirer and the Daily News.

Under the agreement, the company dropped its demand for a non-union supplementary advertising sales force. Those salespeople will now be represented by the Newspaper Guild, which already represents about 1,100 editorial, advertising and business employees at the two papers.

Earlier, the newspaper drivers gained job security when the company agreed to adjust its new distribution system to prevent further declines in jobs. Drivers have lost 64 jobs since 1989 because the papers changed to a centralized distribution center.

The mailers also gained jurisdiction over any new jobs created by the purchase of new technology in the distribution centers.

The 3,500 union employees will receive a $150-a-week salary increase over the life of the contract. The first increase of $20 per week will be retroactive to Sept. 1, with the next raise of $15 coming on March 1, 1994. The remaining $115 will be spread over the next four years, with the largest increase, $50, kicking in Sept. 1, 1996.

Each of the 10 locals will determine on its own how to divide that money among wage increases, pension contributions and health and welfare benefits.

Guidelines for campaigns

The settlement comes after the AFL-CIO expanded its aid to the Philadelphia newspaper unions and to affiliates in three other campaigns while at the same time setting guidelines for accepting affiliate requests for assistance from the Strategic Approaches Committee.

On the opening day of the 1993 AFL-CIO convention in San Francisco, delegates called on the federation to give more emphasis to allocating resources to disputes that meet five guidelines:

- Vital importance to affiliates and members.
- Strategic importance to an affiliate and/or the entire labor movement.
- High likelihood that committee action would have a material impact on the outcome.
- A commitment by the affiliate to adequate staff and financial resources.
- Consultation first with any union with an organizing campaign or with collective bargaining agreements with the employer involved before any action is taken.

In an Executive Council meeting Oct. 2, committee chairman Lynn Williams of the Steelworkers reported that the committee is increasing its efforts on behalf of 17,000 striking Mine Workers in their dispute with the Bituminous Coal Operators Association, confronting Beazer USA, a subsidiary of Hanson PLC, the parent of Peabody Coal, the nation's largest coal company.

Beazer specializes in contracting public works projects with state and local governments. The federation is asking elected officials to contact Beazer to protest the actions of Hanson and Peabody in the strike.

The committee also is developing an extensive campaign of support within the religious community for the miners.

The religious community also has become deeply involved in another Strategic Approaches campaign — the Diamond Walnut dispute, where 550 mostly minority and women Teamsters were "permanently replaced" when they went out on strike more than two years ago. Hundreds of religious leaders signed a public statement appearing in The New York Times and the Stockton, Calif., Record. Diamond Walnut is headquartered in Stockton.

In addition, the committee is involved in a cooperative effort headed by the AFL-CIO Committee on Political Education to defeat California's Proposition 174. The AFL-CIO has six staff from the area assisting with developing and coordinating a statewide program to defeat the initiative.

Dunlop field hearings spotlight employer law violations

The federal Commission on Worker-Management Relations made its second road stop Oct. 13 in East Lansing, Mich., and heard something it was told should not happen in America.

A worker too afraid of employer reprisals to give his name or the name of his company told the panel of the shady netherworld in which workers are denied their right to form a union.

He said what's going on at his worksite now is the last refuge of a ruthless management, surface bargaining — companies coming to the bargaining table on a first contract, but just sitting there and saying "no" to everything the workers propose. The witness gave only his initials and refused to name the company so as not to jeopardize his job.

It took eight months to get an election, at which the low-wage workers voted 3-1 for the union, "to get better wages, yes, but also to have some dignity, some voice on the job." For example, workers' hands got raw handling one step in the food processing work, but the employer simply denied the work was causing it.

Then it took 10 more months to get the union certified as the bargaining representative, the kind of delay workers across the country encounter regularly under current procedures and caseloads of the National Labor Relations Board.

Along the way, the workers filed unfair labor practice charges to move the process. One set of charges was upheld completely by an NLRB administrative law judge, but that only moved the employer into its current mode of surface bargaining.

Another witness, Joe Crump, secretary-treasurer of Food and Commercial Workers Local 951, said the process ran two-and-a-half years at Family Foods, a small retail chain in Michigan. Management uses those years to "dissipate the union majority, either ideologically or by the effect of attrition," Crump said.

He described the current National Labor Relations Act as "at best an obstacle to organizing, and at worst a management tool" — so polished are the employers and their legal advisers at thwarting the will of employees.

Other witnesses brought similar stories to the commission, which spent its morning in East Lansing studying labor-management success stories, including UAW relations with Miller Brewing and the Machinists with Johnson Controls. The three commissioners presiding were MIT Prof. Tom Kochan, retired UAW President Doug Fraser and Wisconsin Prof. Paula Voos.

The commission, which has 10 members in all, is chaired by Harvard Prof. John Dunlop and was scheduled to resume its monthly meetings Oct. 20 in Washington, D.C., with consideration of the Railway Labor Act. AFL-CIO President Lane Kirkland is scheduled to testify Nov. 8.

Field hearings continue Dec. 9 in San Jose, Calif., then in early 1994 in Atlanta and in Boston, in conjunction with the annual meeting of the Industrial Relations Research Association.

The East Lansing hearing also heard from Leonard Page, UAW associate general counsel, and had an "open mike" session at which Andrew Rivers, an NCR employee who is working with the Communications Workers, described how the worker group hit a stone wall while NCR nurtured a phony "employee association" with participants endorsed by management.

Tom Woodruff of Columbus, Ohio, president of the District 1199 of the Service Employees, recited a list of specific management atrocities in West Virginia, Kentucky and Ohio that showed how pervasive the practices are.

"In most campaigns, workers have been fired. Employers and consultants joke that it is a small price to pay to — perhaps six months or a year later — return a fired worker to work in order to make sure that the union loses the election," he said.

But in the time between illegal discharge and reinstatement orders from the NLRB, Woodruff noted, the employer has numerous other weapons including delay on unit determination and captive audience meetings.

Most employees earn little more than the minimum wage at the Toledo, Ohio, firm of Hiratoni, Rita Ernst of the Clothing and Textile Workers said in testimony along with Ed Czerniak and Jeff Podbielnink. Hiratoni fired the first five workers who mentioned "union" when they sought to improve their $5 an hour jobs and to clean the toxic fumes out of their worksite.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 22 — MONDAY, OCTOBER 18, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

LEGISLATION



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland testifies on health care reform before a House panel, accompanied by Robert M. McGlotten, legislative director, and Gerald Shea, director of employee benefits.

Labor says Clinton plan good for U.S.

Continued from Page 1

Sweeney, chair of the AFL-CIO Executive Council's Health Care Committee, followed Kirkland to the Hill Oct. 15, appearing before the Senate Labor and Human Resources Committee.

"President Clinton's reform proposal would dramatically improve the situation of workers, their families and the businesses for which they work," he said. "The administration's plan would eliminate existing barriers to coverage and guarantee every American access to a comprehensive range of health care benefits. No one would be denied coverage because of their income, health or employment status."

Lawmakers questioned Kirkland intensely for 90 minutes. Many questions focused on particular facets of the Clinton plan and their effects on labor, as well as the claims of opponents to the Clinton plan.

"I simply don't believe" those opponents who say more than 3 million jobs will be lost to health care reform, he told Rep. Henry Waxman (D-Calif.)

"I believe more jobs are at risk by a failure to enact the legislation. The jobs of those whose employers provide coverage are at risk from the competitive disadvantage" versus those who don't provide coverage, he said. "Those assumptions (of job loss) are grounded in fantasy."

Kirkland later asserted that "I cannot understand the approach of employers who fail to provide health care. I cannot believe employers — large or small — as human beings would not want to offer health care coverage. To oppose such legislation makes no sense," he noted, since there is no competitive disadvantage engendered if everybody pays.

Rep. Cardiss Collins (D-Ill.) pursued labor's opposition to the opt-out provision under which large employers can stay out of the proposed Clinton national plan. Kirkland allowed that, while unions dislike the provision, "if it's necessary to broaden support for the plan, we're prepared to live with it."

Kirkland also laid to rest the notion that trade unionists do not pay for health insurance now and thus would be worse off under the Clinton plan.

"There is total co-payment in all health care plans across the collective bargaining table — in the form of foregone wages," he told Rep. Sherrod Brown (D-Ohio). The notion that employers make full payment, including deductibles, for employees and at no cost to employees is "utterly fallacious."

Kirkland urged the lawmakers to support the president's plan for the sake of states and municipalities whose limited resources have been stretched by skyrocketing health costs.

"The solution is an orderly, credible system that would do more to ease the intolerable burden (of cities and states) than anything else we could do," he said. It would "free up resources and manpower and womanpower for those cities to fight other problems."

Comprehensive health care reform legislation is a "great opportunity to improve the quality of life in many areas other than that directly impacted by health care," he said.

House takes up UI bill as factory jobs fall

By John R. Oravec

Congress was considering a scaled-back extension of the emergency unemployment compensation program for the long-term jobless, which would run through the end of the year.

The EUC program covers jobless workers who have exhausted their regular 26 weeks of state UI benefits.

Noting that some 250,000 long-term jobless exhaust their regular benefits each month, the AFL-CIO called on the Clinton administration and congressional leaders to support supplemental legislation that would extend the EUC program at least to next March.

The need for the extension was graphically illustrated by the fact that factory workers lost another 18,000 jobs in September even as the nation's unemployment rate remained stuck at 6.7 percent, the Bureau of Labor Statistics reported.

Overall employment declined by 253,000 and the work force contracted by 395,000, according to the BLS household survey. The number of officially unemployed workers decreased by 144,000 to 8.5 million.

But AFL-CIO economist Bill Cunningham noted that another 1.1 million discouraged workers had given up the hunt for jobs and 6.5 million who wanted full-time jobs were working part time. Along with the officially jobless, that adds up to 16.1 million persons trapped in partial or total unemployment, Cunningham said.

Manufacturing payrolls have been slashed by 260,000 since February, the BLS report showed. September's losses were concentrated in nondurable goods industries, including food processing, apparel, printing and publishing, and rubber and plastics.

The bulk of a 164,000 payroll gain in the services sector came from government hiring 71,000 workers, including 54,000 by local governments as schools opened for the fall terms. Private industry payrolls grew by 85,000 after dropping by 35,000 in August. Retail trades added 41,000 workers, with much of the gain coming from restaurants and bars. Health services added 36,000 jobs.

The average duration of unemployment continued to grow, rising to 18.5 weeks in September from 18.3 weeks in August and 17.6 weeks in June, the BLS data showed.

Only 47 percent of the jobless workers were eligible to collect unemployment benefits in September — 2.3 million under the state UI system and 1.7 million under the federal EUC program, which expired Oct. 2.

While the number of unemployed workers has dropped by 1 million since September 1992, there has been little improvement in conditions for the long-term jobless.

Deputy BLS Commissioner William Barron told the Joint Economic Committee that one in every five jobless workers was unemployed 27 weeks or longer. Before the Bush recession, the rate was one in 10.

Jobs growth remains sluggish in the 30 months since the bottom of the recession, Cunningham pointed out. Since March 1991, the economy has added only 2.1 million jobs, compared with a jobs pickup of 7 million over the same time span following the 1974-75 recession and 8.5 million following the 1981-82 recession, he said.

According to private research groups, more than 500 companies announced plans this year to slash some 450,000 jobs from their payrolls. In September alone, 67 employers disclosed they would lay off 49,000 workers.

Capitol Digest

A balanced budget constitutional amendment — defeated in the last Congress — could be back on the floor later this fall.

The two balanced budget resolutions, H.J. Res. 103 and S. J. Res. 41, are strongly opposed by the AFL-CIO and the White House. They come only months after Congress passed a deficit-reduction package totaling as much as $500 billion over the next five years.

The proposed amendment would prohibit federal deficit spending except in times of war or imminent war, or by a 60 percent vote of both houses.

A 1992 study by the Wharton Econometrics Forecasting Associates predicted such an amendment would lead to large-scale job loss, a drop in overall personal income for most Americans and a huge jump in the level of local and state budget deficits.

Previous efforts for such an amendment were backed mainly by a coalition of Republicans and conservative Democrats. But, by exploiting voters' fears and anger over the deficit, the resolutions' supporters persuaded some moderate and liberal members, including many first-termers, into co-sponsoring the legislation.

S.J. Res. 41, introduced by Sen. Paul Simon (D-Ill.), has 39 co-sponsors and was reported by the Senate Judiciary Committee in July by a 15-3 vote. The House version has 243 co-sponsors.

To be enacted, a constitutional amendment must be approved by a two-thirds vote in each house and be ratified by three-quarters of the states.

Elsewhere in Congress:

COAL RETIREES — The House Ways and Means Committee rejected, 15-22, a coal industry attempt to delay by a year the effective date of legislation that will help retired miners and their spouses maintain their health care benefits. The Coal Industry Retiree Benefits Act was passed and signed last year when the health care plan for 100,000 retirees was in danger of collapse.

FIREFIGHTERS — Fire Fighters at Washington, D.C.'s two major airports finally won collective bargaining rights when the House defeated an effort to remove those rights from a major aviation bill. The 259-167 vote means that those firefighters at National and Dulles airports now will enjoy labor protection denied them when the Metropolitan Washington Airport Authority was created by Congress. The bill's protections are based on the Postal Reorganization Act of 1970, which governs postal workers. It does not allow strikes, but does provide for mediation and arbitration of all impasses.

EDUCATION — A major education reform bill backed by the AFL-CIO was approved by the House Oct. 13 by a 307-118 margin. The reform bill is H.R. 1804, titled Goals 2000: Educate America Act. It would establish skill and performance standards and include labor participation in developing some of those standards.

Gephardt calls for fair trade policy to replace NAFTA

By John R. Oravec
San Francisco

The North American Free Trade Agreement will worsen the maquiladora program that Mexican workers have suffered under for the last 20 years, continuing the injury to U.S. workers as well, House Majority Leader Richard A. Gephardt told convention delegates.

"We can and must do better than this NAFTA," he said. "A NAFTA done right could be good for our workers, our businesses and our economy, as well as the economies of Canada and Mexico."

Gephardt pointed out that the "one-way free trade" arrangement under the maquiladora program brought no rewards to Mexico's workers. Like NAFTA, it did nothing to enforce the country's industrial relations laws — the right to strike, the right to bargain collectively, the right to freely associate.

"It didn't take into account that wages in Mexico are not set by negotiation," he said, "but are set by government boards that virtually dictate what the wages will be."

He noted that the maquiladora program did not provide any corrections for Mexico's Third World economy. During the 1980s, real wages of Mexican workers plummeted by 30 percent even though their productivity rose 35 percent.

NAFTA, he said, is the beginning of the integration of two diverse economies that carry wide ramifications.

"If Mexican wages can't come up, we won't stop the downward pressure on wages and wage negotiations in the United States," he warned. "If Mexican wages can't come up, there won't be any money in the hands of Mexican workers to buy the products that we hope freer trade would allow them to buy. If Mexican wages do not go up, the compulsion of our companies to go there to get the benefit of that very low-wage labor will be overwhelming."

Gephardt underscored the need for an equitable U.S. fair trade policy that has been woefully lacking.

"For 12 years we had a government, an administration under two Republican presidents, that did not believe in putting our workers on a level playing field," he said. "They believed that low consumer product prices was the goal of everything. But they forgot that consumers and workers are the same people."

Some hard-fought progress was made in the 1980s despite the opposition of Republican administrations, he noted. While the Gephardt amendment that would provide for equal access of U.S. products to foreign markets was defeated, the Super 301 trade clause was enacted.

Gephardt commended President Clinton's efforts to bring down barriers to U.S. goods in overseas markets. But more must be done, he said, announcing his intent to introduce legislation that would further open foreign markets to American-made products.

"I don't mind the Mitsubishis and the Sonys and the Toyotas and the Mercedes coming here," he said. "But, by golly, if they can bring their products here and sell them with ease, I want us to be able to go there and sell our products with equal ease."

NAFTA is an issue that has wide-ranging implications, Gephardt said.

"This is a responsibility and an obligation not only for our workers, but for the workers in Mexico and all around the world."

Campaign gains momentum to defeat flawed trade pact

Continued from Page 1

"Lost tariff revenues are estimated to cost $2.5 billion over the first five years of the agreement," he said. "A comprehensive adjustment assistance program to retrain dislocated workers is estimated to cost at least $5 billion a year."

The clean-up of the environmental destruction in Mexico would cost at least $20 billion more, he said.

"The AFL-CIO will enthusiastically support any new framework for trade and investment that truly protects jobs of those that need them, that strengthens the democratic rights of workers throughout North America, that raises living standards and promotes economic development in the poorer areas of the continent, and that ensures that we will have a health and safe environment," Donahue declared.

"But when NAFTA and its side accords are measured by those criteria, they are a complete failure," he said.

Labor Secretary Robert B. Reich, defending the Clinton administration's position in testimony before the Senate panel, said additional funds would be needed to blunt NAFTA's impact.

In an effort to allay the growing anxiety over job losses resulting from the agreement, Reich said the administration would set up a $100 million "bridge" program for temporary counseling and assistance to workers directly displaced by NAFTA.

Committee Chairman Sen. Edward M. Kennedy (D-Mass.) said NAFTA and its labor side agreement must be reviewed closely for its impact on all American workers. The trade pact is a "tough sell" to workers in New England, who have seen their jobs disappear and are still waiting for new jobs to appear, Kennedy added.

Union groups, including AFL-CIO affiliates and state and local central bodies, have been staging rallies to alert the public to the damage NAFTA will cause in their communities.

In recent weeks, "No NAFTA" demonstrations were held in Chicago, San Diego, Johnson City, Texas, and Dayton, Ohio, as well as by a large contingent of the AFL-CIO convention delegates in San Francisco's Union Square. Additional rallies are planned by state and local AFL-CIO organizations for Albany, N.Y., Fort Wayne, Ind., and New Jersey.

The USA*NAFTA corporate lobby — a cabal of 2,300 corporations that operate plants in Mexico — launched its second round of TV ads in the first week of October. The AFL-CIO said that the choices by USA*NAFTA on where to place TV ads reflects the fact that more than 340 House members have taken a public position, so the undecided but "persuadable" universe is about 80 to 90 House members.

The corporate lobby contends that the trade pact will create U.S. jobs, despite a massive transfer of investments across the border.

But a research study by economists Timothy Koechlin and Mahrene Larudee found that the loss of investment in the United States would be devastating.

"NAFTA's net effect by the year 2000 will be a diversion of investment from the United States to Mexico of as much as $53 billion, a decline in U.S. employment of up to 500,000 jobs and a cumulative loss in U.S. wage income of as much as $320 billion," they wrote.



This new poster, part of the No NAFTA campaign, is available from the AFL-CIO Reproduction and Mailings Division, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

ACTWU accord ratified covering 40,000 in clothing industry

By Muriel H. Cooper

Clothing and Textile Workers ratified a new contract with the Clothing Manufacturers Association that offers "innovative methods to maintain productivity and viability between workers and management."

The settlement will "improve conditions for our members," while allowing "the tailored men's clothing industry to move ahead," ACTWU President Jack Sheinkman said.

The agreement, which covers almost 40,000 workers nationwide, includes increases in wages and monthly pension benefits, improves health benefits and puts internationally recognized labor standards into the national contract for the first time.

The contract states that companies cannot work with contractors who discriminate, employ child labor or forced or compulsory labor, or who don't provide a safe environment.

The agreement is limited to 19 months because of the expectation that, when bargaining resumes, a national health care program will be in place.

Other highlights of the contract, which went into effect Oct. 1, include:

- A 30-cent-per-hour wage increase in steps of 20 cents Oct. 4, 1993, and 10 cents in October 1994.
- An increase in monthly pension benefits of $2 per year of future service and a new jointly controlled 401(k) plan.
- No co-payment in health insurance benefits for union members.
- Only partners, contractors or other sources that observe international labor standards may be used.

These standards include providing wages and benefits that comply with applicable laws and provide a living wage, reasonable working hours and freedom of association, including the right to organize, bargain and strike.

The new sourcing agreement permits employers to outsource no more than 10 percent of the current contract year's production. Employers who outsource must commit to investing in improved upgrading of their domestic facilities.

In addition, employers are required to give advance notification of outsourcing and to guarantee employment for at least 1,470 hours a year for all current employees during the life of the contract.

AFL-CIO CONVENTION

Kirkland: Undaunted unionists 'agents of change'

By James B. Parks
San Francisco

Trade unionists are undaunted by the challenges of the global economy and will continue their historic role as "positive agents of change," AFL-CIO President Lane Kirkland told the convention.

"Our mission is, as it has always been, to humanize and to harness change to the service of the many, rather than the few — to assure that it means progress rather than dissolution and decay," he said.

Thus will labor help "construct a more just society, a better nation and a world that is safe for ordinary human beings."

"From the miners in Appalachia to the Steelworkers in Alabama, good trade unionists are fighting — and even dying, today, in 1993 — for the right to stand on their feet, instead of on their knees," Kirkland told the 2,500 cheering delegates and guests.

Labor mobilized in 1992 to bring about change with the election of Bill Clinton, who has responded in quick order by "consigning to the trash heap his predecessor's insulting and oppressive executive orders, designed to undermine collective bargaining and to harass, intimidate and discriminate against trade unions and their members," he said.

Kirkland praised Clinton for signing into law the Family and Medical Leave Act and "motor-voter" legislation to increase the electorate, as well as his promise, fulfilled later in the week, to sign the Hatch Act reform bill. "By and large, his agenda is our agenda, and we are and will be his most loyal troops," Kirkland added.

But organized labor cannot support Clinton on the North American Free Trade Agreement, Kirkland said. NAFTA would drive down American wages and standards, destroy jobs and "take this great marketplace with them," he said.

"Our people aren't sheltered in economic think tanks and they don't draw Laffer curves on cocktail napkins, but they didn't just fall from a watermelon truck, either," he noted. "They know from bitter experience what will happen when a super-Sunbelt opens for business south of the border.

"They are not interested in seeing Mexico turned into an economic colony for gringo bankers and flagless empire-building corporations, nor their brothers and sisters there indentured to their service," he proclaimed, bringing the convention to its feet.

To those employers, educators and editorialists who pompously lecture labor about the global economy, Kirkland said, "we have been up to our ears in the global economy for many years, and we have been among the agents of change wherever working people have risen to their feet and demanded their due.

On health care, Kirkland said, labor "cannot and we must not stint or lag in our support for the president's pledge and our own historic goal: good health care for every American."

Labor has "been on the often lonely barricades for universal health care" since the days of President Truman, he recalled. "Is it not time, now — after all these years — for America to join the human race?"

"If we grasp this opportunity, no longer will employers be seduced by the comparative economic advantage of denying health coverage to their employees or suffer because they provide it. No longer will working Americans live under the hanging sword of health insurance loss."

Kirkland warned the delegates that just as health care reform pits labor against "those with a stranglehold of profit on the current system," the continuing battle for workplace fairness pits working people against the same powerful forces "who, not satisfied with the selling out of America, are devoting themselves to the scabbing out of America."

He railed against those senators who have threatened to use the filibuster against the Workplace Fairness bill, S. 55.

"Is it not time to put an end to false civility and empty collegiality and to treat Senate filibusters as they used to be treated — as a mindless slash-and-burn tactic to abort the democratic process?" Kirkland asked.

"We call upon the Senate leadership to respond in kind, the old-fashioned way. Keep the Senate in session, bring in the cots, go to the mattresses and make them hold the floor around the clock until reason prevails."

'No NAFTA' cry taken to streets

Marchers warn of more job losses

By John R. Oravec
San Francisco

With the battle cry, "No NAFTA," AFL-CIO delegates were unanimous in pressing Congress to reject the North American Free Trade Agreement.

In the convention hall and at a rally in San Francisco's Union Square, the message was the same: the fatally flawed trade deal would destroy jobs and depress wages of American workers, but do little to lift the Mexican workers out of poverty.



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland denounces NAFTA at mass rally in San Francisco's Union Square.

"NAFTA must be rejected by Congress so a new trade and investment accord can be negotiated that would serve the interests of workers and citizens of all three countries" — the United States, Canada and Mexico, the convention declared.

Calling NAFTA a scheme of "investment opportunities for multinational corporations, not trade," the resolution noted the agreement would hasten the outflow of U.S. capital, transfer jobs to Mexico and lower wages of American workers.

After more than an hour of discussion by delegates on the convention floor, AFL-CIO President Lane Kirkland noted that "it is proper and even urgent to negotiate agreements with Mexico or any other country. But let's put first things first and not last."

Any agreement should first address the social, economic and environmental disparities of the United States and Mexico, Kirkland said. "It should seek to reduce those disparities and raise the conditions of human beings."

After that is done, Kirkland said, the investment needs and trade needs of corporate America should be addressed through side agreements. "They should be the side agreement, and we should be the real agreement," he said.

Delegates heard from 17 speakers, including seven Executive Council members — all denouncing the trade deal negotiated by the Bush administration. Two speakers were among hundreds of thousands of American workers whose jobs were wiped out when their companies packed up plant operations and moved to Mexico.

Teamsters member Yolanda Navarro, a native of Mexico, told delegates she put in 20 years of dedicated service at the Green Giant frozen food plant in Watsonville, Calif. But in 1991, the company announced it was moving 370 jobs to the same Mexican state where she was born.

"When a corporation like Green Giant sees borders, they see new laws to break, new ways to exploit workers and new ways to lie to the public," she said.

Doris Crouse of the Communications Workers told a similar account. In her case, she worked for AT&T in Radford, Va., helping to produce high-tech electrical components. Although the 2,500 workers at AT&T's New River Valley plant received numerous awards for quality and efficiency, the company closed the plant and moved operations to Matamoros, Mexico.

The flow of good-paying jobs will not slow, Crouse warned. "If this NAFTA goes through, the floodgates will open to Mexico."

AFL-CIO Vice President Linda Chavez-Thompson of AFSCME decried the exploitation of Mexican workers who earn "from $5 to $8 a day for the very jobs that were here in the United States for $5 to $8 an hour."

On a tour of maquiladora plants, Chavez-Thompson said, she talked with the workers about the dreadful conditions; many had been fired for trying to organize.

NAFTA proponents "are trying to make it appear as if we are racist because we don't want the trade deal with Mexico," she said. "I am an American of Mexican decent and proud of it. I don't want my Mexican brothers and sisters to continue to be exploited, their rights abused. They too, have the right of true union representation."

At the Union Square rally where hundreds of San Franciscans joined delegates, speakers carried the same message about the damage NAFTA would inflict on workers and communities on both sides of the border.

"Mexican workers aren't taking our jobs, the greedy corporations are," the Rev. Jesse Jackson declared. "We must lift their living standards, not lower ours."

Clinton: Labor can help make Americans secure

By Colleen M. O'Neill
San Francisco

Stressing a need for security for all Americans — on the job, at home, in health and welfare — President Clinton appealed for a new partnership with organized labor to help make that a reality.

In a 50-minute speech to the AFL-CIO's 20th constitutional convention that was interrupted 34 times by applause, Clinton assured the assembled delegates, alternates and guests that "this administration shares your values and your hopes and your dreams and the interests of your children."

He pointed to the transformations taking place in government as one way of providing security and enhanced labor-management cooperation, noting "the beginning of the security necessary to change, I think, is in having a government that is plainly on the side of working Americans."

Clinton emphasized the security provisions of his health care reform proposal while paying tribute to labor for its 45-year campaign for national health insurance.

"No matter how good your health care plan is now, don't you believe for a minute you could never lose it, or at least get locked into your present job.

"And I am pleading with you to (help win reform) so that we can give to the rest of America, as well as to you and your families, the kind of personal security we have got to have to face the bewildering array of challenges that are out there before us."

Clinton noted that, after years of administrations that have "worked over labor," he has built an administration that will work with labor.

The AFL-CIO pledged its support for the Clinton plan Sept. 21, a day in advance of Clinton's address to a joint session of Congress and the nation. The federation reaffirmed that support in a convention resolution the day after Clinton's appearance.

The president also won applause for a statement of support for Russian President Boris Yeltsin, who had moved on the renegade Communist-era parliament earlier in the day.

"The labor movement has been active . . . in the effort to promote democracy abroad, to guarantee the right of people freely to join their own unions and to work for freedom within their own countries," he said. "In that context, most of you, I know, have strongly supported and look with great favor on the movement toward democracy in Russia."

Clinton noted that, after years of administrations that have "worked over labor," he has built an administration that will work with labor.

He ticked off the names of many top government officials now engaged in that dialogue with labor: Secretary of Labor Robert B. Reich; National Labor Relations Board nominees William Gould and Peggy Browning; Occupational Safety and Health Administration nominee Joseph Dear; Labor Department leaders and former AFL-CIO Executive Council members Joyce Miller and Jack Otero; and former Service Employee staffers Karen Nussbaum and Geri Palast.

Clinton told the story of a dying child's wish to visit her country's president to illustrate the need for changes in Americans' health and welfare. The girl's father thanked Clinton for signing the Family and Medical Leave Act, which allowed him to be at home with her for her final days.

Other initiatives put forth by the Clinton administration to improve the lot of working Americans include an expansion of the earned income tax credit and a reformed student loan program.

Clinton said he understood labor's opposition to the North American Free Trade Agreement, but argued that the NAFTA would be better than the current system, which encourages relocation of American plants to the maquiladora section along the Mexican border.

"I would never knowingly do anything to cost an American a job. That's not the business I'm in," he assured the convention. "The real issue is, will the trade agreement make it worse or better. You think it will make it worse; I think it will make it better."

Clinton said he thought NAFTA and labor's opposition to it had become "the symbol of the legitimate grievances of the American working people about the way they've been worked over for the last 12 years. . . . And I think those grievances are legitimate."

In several other contexts, Clinton also emphasized jobs and job creation, citing the need for a re-employment system instead of an unemployment system and the advantages of reinvesting defense money into high-technology civilian jobs.

"We're going to try to get $20 billion spent on defense conversion and reinvestment in the jobs of tomorrow over the next five years," he said "We've got more than 2,800 proposals in this country for technology reinvestment initiatives to match with what will soon be about a billion dollars in government money that can create hundreds of thousands of jobs in America."

Clinton also addressed Proposition 174, the California ballot initiative to provide school vouchers for private school.

"I believe that having worked for 12 years for higher standards, more choices and greater changes in public education, I'm in a little bit of a position to say that if I were a citizen of the state of California, I would not vote for it."

The AFT and several other unions, together with the AFL-CIO, have mounted an aggressive campaign to defeat the initiative.

Reich wins applause for changes

By John R. Oravec
San Francisco

Unions share with the Clinton administration a common agenda for needed change, Labor Secretary Robert B. Reich said.

Reich's rousing address to the second day of the federation's 20th constitutional convention drew frequent applause from delegates for his clear commitment to cooperate with union workers.

Reich said organized labor continues to lead the struggle for progress as the nation emerges from 12 years of anti-union hostility.

For decades, Reich said, "the American labor movement has been in the lead on every major social issue facing this country — unemployment insurance, Social Security, the eight-hour day, minimum wage, child labor and on and on."

Organized labor also is no latecomer in the drive for universal health care coverage, he pointed out, quoting an article from a 1950 issue of the AFL News that sounded the alarm: "Time for national health care insurance."

After 45 years, Reich noted, "the rest of America is gradually catching up with you. It's taken time. You're in the leadership. The rest of America does get the message."

Unions also have met head-on the challenge of turbulent economic change in a nation that is "undergoing a scientific, technological and economic revolution every bit as significant as the Industrial Revolution of the 19th century," Reich said in quoting the 1985 report by the AFL-CIO, "The Changing Situation of Workers and Their Unions."



Bill Burke/Page One Photography

Labor Secretary Robert B. Reich joins hands with AFL-CIO President Lane Kirkland in a salute to worker representation.

He commended the efforts of public employee, industrial, service and building trades unions that have met the challenge with innovative solutions.

"As I travel around America, I find that again and again it is unions that are leading the way," he said.

Reich pledged the commitment of the Clinton administration as a partner with labor in changing government so it works for the people.

"For too many years, "you've had an anti-Labor Department in Washington. And I promise you that this is going to be a Labor Department — the department of the American worker," he declared as delegates responded with a standing ovation.

He listed the accomplishments of the Clinton administration in the first eight months, including the enactment of the Family and Medical Leave Act, as well as reversing anti-labor regulations and executive orders dating back to Ronald Reagan with the blacklisting of the Air Traffic Controllers.

Reich underlined the administration's support for legislation to ban the permanent replacement of strikers. "I have testified on this," he said. "The president is committed to it.

"What good is the right to strike if a company can gut it by hiring replacement workers?" he asked. "It makes a mockery of a system of collective bargaining. We have got to plug that loophole."

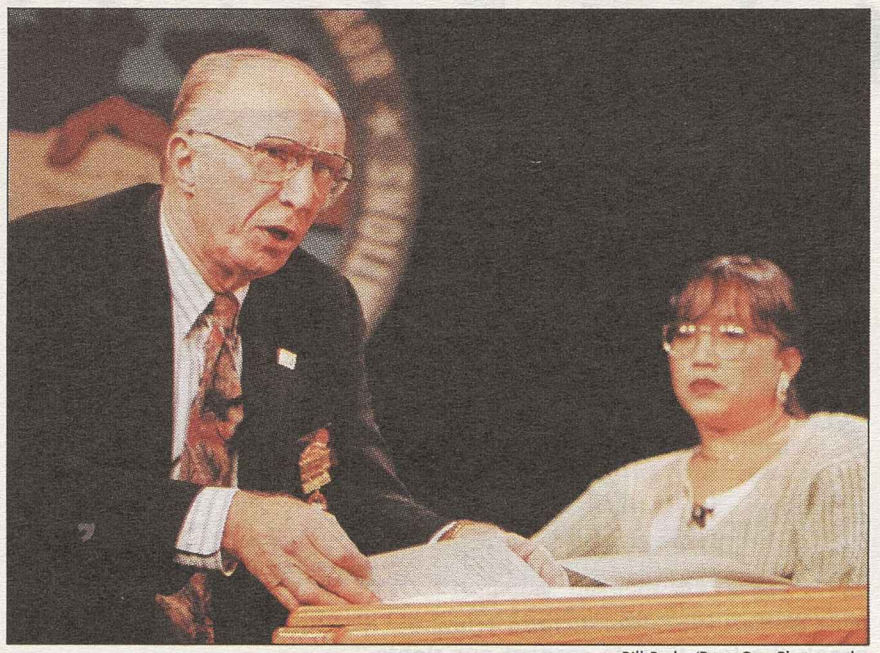
To the applause of the delegates, Reich pledged the administration is putting together a National Labor Relations Board that believes collective bargaining is a right, not a privilege.

"American workers have the right to bargain collectively" and they have the right to create a union, he said. "No one, no American workers should be penalized for wanting to form a union."

Reich saluted "unionized workers and managers working together to create more profits and more productivity. Worker empowerment is good for American business."

He pledged the Clinton administration's cooperation on labor's agenda, even though there will be some disagreements — as with the contrasting positions on the North American Free Trade Agreement.

"But we have to understand," Reich said, "that our agenda is exactly the same: More and better jobs for Americans, a higher standard of living for the working men and women of this country. We need and must work together."



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue moderates panel discussion on organizing. Right is Luisa Blue of the Service Employees.

Delegates spotlight strategies to bolster organizing efforts

By Candice Johnson
San Francisco

Fulfilling labor's mission to organize the unorganized will require the talents and efforts of union members in every region of the country, the AFL-CIO convention declared.

"Organizing should be integrated into day-to-day operations and unions at all levels should establish organizing committees," a resolution approved by delegates stated. Union members are essential in voluntary programs operated by local unions and state and local central bodies, it noted.

The convention noted the work of the Department of Organization and Field Services, the AFL-CIO Organizing Institute, the "Union Yes" campaign, the Union Privilege programs and other federation efforts as part of the "new and creative approaches" needed for organizing in the 1990s.

Varied organizing strategies, both inside and outside the National Labor Relations Board process, should be used as appropriate, along with corporate campaigns, the convention recommended. Solidarity with international labor allies and trade secretariats also should be a key part of organizing strategies, it added.

As part of the convention's discussion of organizing, AFL-CIO Secretary-Treasurer Thomas R. Donahue introduced a panel of six union organizers and representatives who discussed strategies, the use of resources and other ways to "get the job done."

"Unions want both to continue bringing the benefits of collective action to working Americans and to maintain our strength as a force for progress," Donahue said.

But the law "now gives every advantage to employers and their union-busting consultants who are perfecting ways to stop workers from joining a union," he added.

Donahue also outlined federation efforts to help unions further develop "a culture of organizing," including cooperative campaigns, the Organizing Institute — which has trained and sent into the field some 200 organizers — and a task force of union elected leaders.

The six panelists — Luisa Blue, Service Employees; Hugo Caballero, Food and Commercial Workers; Linda Cromer, Retail, Wholesale and Department Store Union; Dick Floyd, Machinists; Esther Williams, UAW; and David Foster, Steelworkers — represented a range of occupations.

They stressed that unions must take into account the diversity of the workforce — the need to speak the same language, the necessity of bringing in immigrant community leaders who can accompany organizers in home visits and build support for the union.

Organizers also must help workers overcome fears — of losing their jobs and about fighting their employer — and make the tough commitment to fight for the union, panelists noted.

Other elements in their blueprint to an effective campaign include learning as much as possible about the political operations and positions of state and local government; working with local central bodies on research, analysis and labor force issues; and making the tough choices on resource allocation.

In other actions, delegates called for the further development of Union Privilege programs as "powerful tools for organizers to attract new members" and pressed the NLRB on Beverly Enterprises' flagrant labor law violations.

Delegates also referred to the Executive Council resolutions on the responsibility to organize and the national campaign for the right to strike.

Convention rallies behind Clinton health care plan

By Colleen M. O'Neill
San Francisco

A united labor movement has affirmed its resounding support for President Clinton's health care reform plan.

"By controlling costs and effectively severing the link between employment and health coverage, President Clinton's health care reform plan would dramatically improve the climate for collective bargaining," the convention declared, urging all affiliates to mobilize members to demand enactment of the program.

"It is a courageous effort that, if successful, would represent a great step forward for meaningful health care reform and toward labor's long-held goal of a national social insurance system."

Among those supporting the resolution from the floor were AFL-CIO Vice Presidents John J. Sweeney of the Service Employees and Gerald W. McEntee of AFSCME, chairmen of the federation's Health Care Committee and Public Relations Committee, respectively, as well as by Ladies' Garment Workers Vice President Susan Cowell.

Sweeney noted that health care reform is going to happen. "All that's left to answer is whether it's going to be genuine reform or whether it's going to be so-called reform.

"The answer is up to us, the leaders of the labor movement in this room today," he said. "We here in this room must summon the energy and the know-how and, yes, the passion to lead what may well be the campaign of our lives. We must forge new coalitions with responsible employers, progressive providers and others who support comprehensive reform."

McEntee said the moment was at hand for comprehensive reform and he urged delegates to seize the opportunity — as well as to put the heat on Congress. "Let every member of the House of Representatives, every member of the Senate, every member in that capital of this country, let them know that we want, we need and we are going to have national health care!"

"If they're not for it, we don't want to see them in that Capitol anymore," he declared to the cheers and huzzahs of the assembled convention.

Before discussing the resolution, delegates heard from and participated in a panel discussion that included Sen. Jay Rockefeller (D-W.Va.), via satellite from Washington; Peter Pestillo, executive vice president of Ford Motor Co.; Judith Bell of Consumers Union; and Sylvestre Quevedo, M.D., of the American College of Physicians.

Rockefeller warned that the 50-year-old struggle for comprehensive reform was a long way from completion.

"We are really on the verge of making our dream a reality once and for all," he said. "Although we've had a great start, the race for health care reform is a marathon, with many dangerous hurdles ahead of us."

He predicted the most difficult legislative battle of this century, warning of a "fight to the death" mounted by those with a vested interest in the status quo. "No doubt they will throw everything they've got — and that's called money — into our path. But there is a base for health care reform so strong and powerful that we can and we will roll over anyone who tries to stop us," he said.

Rockefeller also declared that any Democrat or Republican running for re-election to Congress who votes against health care reform "ought to stay home."

In a question from the floor, Edward J. McElroy Jr., AFT secretary-treasurer, asked Rockefeller how the Clinton plan could be sold to those union members with excellent plans fully paid for by their employers.

Rockefeller acknowledged the difficulty faced by those who fear losing good coverage but noted that the long phase-in period was designed to lessen the impact on individuals and still fit the essential goal of granting universal access while keeping health care costs under control.

Other delegates expressed concern over the shape of the legislation once Congress gets into it, with Rockefeller agreeing — "if we can't do reform as a Congress, they ought to throw all of us out."

Both Pestillo and Bell touched on the high cost of doing nothing to fix the broken U.S. system, and highlighted the current costs to Americans in terms of lost wages, competitive disadvantages and increasingly paying more and getting less.

"Ford's health care costs on a pay-as-you-go basis have more than tripled as a percentage of payroll, from a level of about 6 percent in 1970 to 20 percent in 1992," Pestillo said. That totals about $1,100 for each vehicle produced by the domestic auto companies, with a competitive disadvantage of more than $500 a car in comparison with Japan.

Bell pointed out that nearly 80 percent of the 37 million uninsured Americans are workers and their families, with children a significant number of the uninsured. Close to 30 percent of Americans between the ages of 18 and 24 are without insurance, she said.

Quevedo assured delegates there were many physicians who support health care reform — they know piecemeal reform has not worked. He pledged support for the goals of universal access and health security, restructuring of the health care delivery system, cost control, enhancement of primary care and regulatory relief.

Jackson rouses convention with theme of hope, unity

San Francisco

The Rev. Jesse Jackson electrified the convention with a powerful call for labor to stay the course and not be divided by false issues.

"Let nothing divide us," he said. "As union people based upon common principles and ideas, we will not be defeated. Don't let them divide us.

"When they shut those doors and lock us in, or close those plant gates and lock us out, they also turn the lights out. When those lights go out, you can't use color or sex or religion for a crutch. We all look amazingly similar in the dark. The issue is not black or white. It's wrong and right or dark and light. Let's turn the lights on and march on," he said, bringing delegates to their feet.

He praised organized labor for its role in electing a new president in 1992. "Bill Clinton has the potential to be a great president, but he cannot do it alone," he said. "When he proposed a nominal stimulus program, it was lost in a filibuster."

Jackson said Clinton's health care plan, "already a compromise, will now face the most powerful lobbying effort by entrenched interests in our history. It will require a powerful independent citizen movement if the struggle for justice is to go forward."

On the North American Free Trade Agreement, Jackson said, "we want free trade that is fair trade . . . We want to build bridges to Mexico, not walls between us and Mexico.

"Mexican workers are not taking our jobs. Those who live in shanties and shacks with the dirt for their floor, who breathe poison every day, who make 50 cents an hour and sometimes two dollars a day, Mexican workers are not taking our jobs. Greedy American corporations are taking our jobs to them. Let the record be straight," he said.

Finally, Jackson admonished the delegates to stop financing politicians who "take your money and take your votes, but can't get the word 'union' out of their mouths.

"We need public service in high places. We must send those who do not serve public interests back to private life. That is our mission."

Victims of scabs plead for Workplace Fairness

By James B. Parks
San Francisco

After emotional testimonials to the tragic consequences of workers being ''permanently replaced'' for exercising their right to strike, the convention declared the AFL-CIO will not rest until the strikebreaker bill is enacted.

From the deaths of two Steelworkers in Alabama at the hands of scabs to the cruel dumping of longtime employees at Diamond Walnut and abrogation of contracts at Alaska Air, speakers chronicled how workers' lives, families and communities have been destroyed by callous employers who tossed aside loyal workers in efforts to bust unions.

The Senate has yet to set a date to take up S.55, the Workplace Fairness Bill that would ban the ''permanent replacement'' of striking workers. The AFL-CIO is mobilizing its members to gain the 60 votes needed to overcome the pending Republican filibuster.

The convention declared that ''the AFL-CIO will not rest until the Workplace Fairness Bill is enacted into law. We pledge our all-out support for the campaign we have waged for the last four years to achieve this purpose.''

In a moving tribute, Steelworkers President Lynn Williams eulogized Keith Cain and Walter Fleming, two strikers at National Standard in Columbiana, Ala., who were run down Sept. 7 by a scab truck driver.

They were ''two decent people who represent the heart of America,'' who came out to help their fellow union members and were killed for it, Williams said.

The two men would not be dead had the employer not hired scabs to move the product, he said. ''Employers who 'permanently replace' strikers are brutalizing working people. There is nothing more violent than ripping a job away from somebody. We have no alternative but to fight that with courage and commitment as never before. It is indecent and inhuman; it is not worthy of this country that prides itself on human rights.''

''There is no memorial that could have any significance except to pass the Workplace Fairness Act and put an end to this violence,'' Williams said. ''I hold Ronald Reagan and the union busters responsible for the deaths of Keith Cain and Walter Fleming. I hold the Senate responsible for the continuation of the carnage.''

Tony Escobedo, a Teamster on strike at Diamond Walnut for three years, cried as she explained how she and 500 other workers were tossed out on the street after giving as many as 30 years to the company and making contract concessions that made the owners rich.

Now the union faces a decertification election in which unlimited numbers of scabs can vote. ''How can we compete with lopsided rules?'' she asked.

''We have picketed, rallied, sung, prayed and fasted to win back our jobs.'' But Diamond Walnut says its loyalty is to the replacement workers who got it through the first year of the strike, not to the workers who took 30 percent pay cuts and whose work enabled the company to join the Fortune 500.

''It hurts and it's hard, but we're not going to give up. We want our jobs back,'' Escobedo said.

Lenore Miller, president of the Retail, Wholesale and Department Store Union, suggested that every senator should hear Escobedo's story and then they would understand why the bill is needed.

Gail Bigelo of the Flight Attendants told how her union was forced to find a new strategy to deal with Alaska Air's high-handed policy of imposing work rules that ''ripped apart'' the union's contract.

The union workers are staying on the job because the company had ''permanently replaced'' groups of workers twice before, she said. Since 1985, every non-union employee has been trained as a flight attendant so they could take over in case of a strike.

The union waited them out and, when the scabs were removed, the union launched its CHAOS — create havoc around our system — campaign. By selectively taking job actions, the union is ''driving the company crazy,'' Bigelo said.

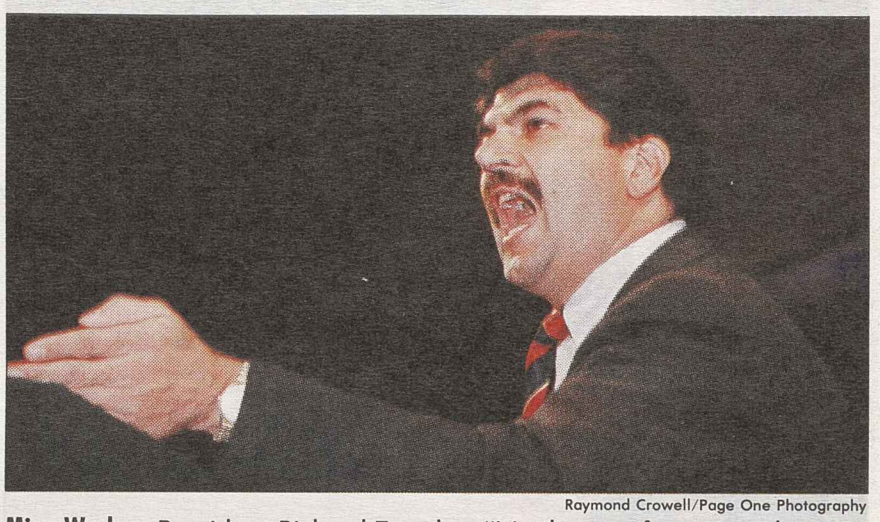
But CHAOS cannot take the place of a strike, she said.

Intermittent strikes never have the impact of a traditional strike, she said. ''Do everything you can,'' she admonished the delegates, ''take to streets if you must'' to restore the right to strike. ''Workplace fairness must pass.''

David Arian of the Longshoremen and Warehousemen agreed. Labor's power rests in its ability ''to cut off capital'' through a strike, he said.

The delegates also heard how the French-owned Michelin Corp. is out to break the Rubber Workers. They give American workers no respect and treat them like ''mongrels,'' said URW Vice President J. Michael Stanley.

Foreign owners also locked out 800 workers at A.E. Staley Co., said Nick Serraglio of the Paperworkers Industrial Department. The company refused to negotiate and demanded 12-hour shifts with no overtime, a new team structure and new two-tier wages.



Raymond Crowell/Page One Photography

Mine Workers President Richard Trumka: ''It's cheaper for an employer to break the law than to respect our rights.''

Labor law reforms essential to reinforce full worker rights

By Candice Johnson
San Francisco

The government must overhaul labor law ''to assure that all workers enjoy in fact as well as in theory the right to organize and bargain collectively,'' the convention declared.

''Working people all over America are harassed, intimidated and fired for trying to exercise their basic democratic rights,'' while bosses and union-busting consultants exploit legal loopholes, said AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union in introducing the resolution.

The convention called the Clinton administration's Commission on the Future of Worker-Management Relations ''an important first step toward restoring fairness to labor law'' and outlined principles that should guide the committee's deliberations:

- Full freedom of association in the workplace for all workers — public and private, professional and non-professional, part time and full time, temporary and permanent.
- The prohibition of labor organizations not controlled by working people and thereby fully independent of their employers.
- The right of workers who form a union to fully bargain with their employer, and to reach agreements that are fully enforced.

''The decision whether to form a union is one for the workers to make and employers have no business interfering in it,'' the federation said.

The convention said that when a majority of workers chooses union representation, ''the law should immediately require employer recognition of, and collective bargaining with, their representative.''

Vice President Morton Bahr of the Communications Workers told delegates that with fear in the workplace at its greatest level in years, ''employers play off this fear and the National Labor Relations Board collaborates to undermine'' workers rights.

Vice President Arthur A. Coia of the Laborers pointed out that restoring balance to the nation's labor laws will broaden the improvements trade unions are making in the workplace. ''The best way to empower workers is to bring balance and fairness to our labor laws,'' he said, applauding Clinton administration efforts to embrace labor-management relations.

Vice President Jack Sheinkman of the Clothing and Textile Workers said Clinton administration appointments to the NLRB were welcome, but they ''can only go so far. We must take the lead.''

Mine Workers have been walking the picket lines for nearly five months, determined ''to put an end to double breasting in the coal industry once and for all,'' said Vice President Richard Trumka of the UMWA.

''If we had strong, fair and reasonable labor law, this could have been avoided,'' he said. In the United States today, ''it's cheaper for an employer to break the law than to respect our rights.''

''Our message to America: 'give us fair labor laws and workplace democracy and we'll give you a better America from this day on,''' he said.

Clay, Pelosi vow continued fight for striker replacement law

San Francisco

Two supporters of Workplace Fairness in the House of Representatives vowed to continue their fight to see the measure enacted into law.

Rep. William Clay (D-Mo.), who cosponsored the bill, H.R. 5 in the House, as well as legislation for family and medical leave and Hatch Act reform, said passage of S. 55 in the Senate is critical to preserving the right of collective bargaining.

''The pendulum has swung so far in favor of business that labor laws are not protecting the rights of workers to organize,'' he said. ''The bedrock of collective bargaining is and always will be the right to strike.

''Just as the Hatch Act reform bill liberated 3 million federal employees from political bondage, the striker replacement bill will free 16 million organized workers from the clutches of those who exploit human energy by extorting and intimidating and coercing workers into almost regressive contracts.''

Proclaiming that ''participation is meaningless unless people are empowered,'' Rep. Nancy Pelosi (D-Calif.) vowed to work with labor to ensure enactment of the law that would ban ''permanent replacement'' of striking workers.

She said passage of the legislation, now bottled up by a promised filibuster in the Senate, would be a statement of the nation's values — the value placed on workers and the confidence held in them.

''This is so very fundamental,'' Pelosi said. ''If you don't have the right to strike without threat of being replaced, then you don't have the right to organize.''

Pelosi also touched on efforts to improve human rights in China and to bring about democracy and free speech in that nation. She paid tribute to AFL-CIO President Lane Kirkland for his tireless efforts on behalf of workers and their leaders in China, noting that his is an important voice in the struggle for freedom.

Ultimately, it is the workers in China who are the most potent force to changing the system, Pelosi said, and she praised the efforts particularly of Han Dongfang, winner of the AFL-CIO George Meany Human Rights Award. She described Han as ''most dangerous'' to the Chinese leaders because of his charisma and strength of character.

She noted that the United States had spent many trillions of dollars to fight the Cold War, but said ''we did not fight that fight for access to cheap labor and potential markets for business,'' despite the attitude of the business community.

Clay assailed the proposed North American Free Trade Agreement, which he said would send thousands of U.S. jobs to Mexico ''on a track faster than that at Belmont or the Preakness.''

''As long as our minimum wage is more than four dollars an hour and Mexican workers are paid four dollars a day, logic, common sense, old-fashioned intuition tells us that free trade ain't going to allow four dollars a day to buy Fords, Chryslers and Oldsmobiles,'' the Missouri Democrat told the convention.

Labor rededicates long quest for civil rights

By James B. Parks
San Francisco

Declaring that equal opportunity for all Americans still remains one of this country's most important, but unrealized goals, the convention urged strict enforcement of laws guaranteeing equal civil and political rights.

"Without civil rights, there are no labor rights," said AFSCME's Danny Donohue during floor debate. "We must stand with those who need our help. It is our differences that have made this house of labor stronger."

Vice President Lenore Miller of the Retail, Wholesale and Department Store Union and chair of the AFL-CIO Civil Rights Committee, said the resolution "opposes violence, bigotry and hate campaigns, and calls for expanded educational campaigns to expose and counteract racial, ethnic or religious hate campaigns."

The resolution protests any personnel actions, harassment, violence or discrimination against a person on the basis of sexual orientation and stricter enforcement of the Americans with Disabilities Act.

Trade unionists, who for years have provided a strong voice for human dignity and against discrimination, came by the tens of thousands to Washington, D.C., in August to commemorate the 30th anniversary of the 1963 March on Washington, which was organized by AFL-CIO Vice President A. Philip Randolph and Bayard Rustin.

Organized labor and its civil rights allies were critical to passage of the 1991 Civil Rights Act and the ADA, which together protect Americans from discrimination on the basis of race, sex, religion, national origin or disability.

In his opening address to the convention, AFL-CIO President Lane Kirkland told of his own trips to the White House to argue for keeping Title VII prohibitions against workplace discrimination in the 1964 Civil Rights Act. The AFL-CIO overcame the objections of the Kennedy and Johnson administrations, which feared employer objections would sidetrack the bill.

The convention reaffirmed labor's opposition to proposals to make English the nation's "official language" because it discriminates against immigrants. It also urged affiliates to develop adult education for working people, including literacy and English as a second language.

In addition, the convention urged a strengthened alliance with labor and civil rights groups, including the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Coalition of Labor Union Women, Coalition of Black Trade Unionists, Asian Pacific American Labor Alliance, Frontlash and the National Council of Senior Citizens.

Push given to equality for women

San Francisco

The AFL-CIO convention stressed the need to eliminate social and economic discrimination against women and urged affiliates to organize and move women into all levels of union activity.

In presenting the resolution, AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union recited the "major issues of concern to women and their families."

"These include pay equity, employment opportunities through training, equity in Social Security, pension and insurance reform, elimination of violence against women, ending sexual harassment, child and elder care, enforcement of equal employment opportunity and promotion of affirmative action to break down 'glass ceilings' and 'glass walls' that prevent women from achieving full equity in the workplace."

AFL-CIO Vice President Gloria T. Johnson of the Electronic Workers, who is president of the Coalition of Labor Union Women, stressed the need to free women from the fear of violence and sexual harassment.

Sexual harassment is "against the law, it's demeaning, it's offensive, and the only thing that brings it about is a whole question of power," Johnson said. "It has little, if anything, to do with sex, and it is something that all of us have a responsibility to address, through educational programs and the filing of charges and through handling grievances."

In a rousing and emotional speech, Ladies' Garment Workers Vice President Evelyn Dubrow urged the federation to give pay equity the same importance it gives civil rights and its major legislative campaigns.

The resolution urged support for pay equity legislation and legal actions, as well as stressing the importance of pay equity for women and minorities as a bargaining issue.

Violence against women was condemned in the resolution as "rooted in attitudes and structures that demean women and confine them to a subordinate position in society."

Under the resolution, the federation supports legislation to provide funds for law enforcement training and assistance to prosecutors and for community centers that provide services to women who are victims of violence.

Delegates also called for passage of the Equal Rights Amendment.

— James B. Parks



Bill Burke/Page One Photography

Attorney General Janet Reno lauds organized labor's community service and leadership.

Reno urges more investment in people

By Colleen M. O'Neill
San Francisco

Attorney General Janet Reno lavishly praised the labor movement's good works and community leadership, and asked for continued efforts to invest in people.

"I have watched in so many situations where labor has been there, caring and concerned in its community," she said. "Labor plays a part in almost every successful community program that I have seen.

"You have one extraordinary talent...that you share with the communities throughout this nation," she noted. "You know how to organize. You know how to get people together. You know how to come into a neighborhood and get people to start talking.

"Labor is a force that understands the needs of communities and can make a difference."

Teenage pregnancy, crime, lack of health care, the need for better schools and better work opportunities, and support for families all are areas in which communities working together can make a difference, she said.

"These are difficult times. People wonder about the economy. They wonder about the health of their families, the strength of their families," Reno said. "We see crime and violence. We see drugs. But I think that these problems are symptoms of a deeper problem in society.

"For too long, government has not trusted the people. We now have a president who does, a president who is willing to say 'let us invest in people, let us make a difference, let us hold people responsible, but let us give them the tools to make them self-sufficient.' "

Reno said labor also could make a difference by supporting the administration's initiatives on education, health care and crime as it had the Family and Medical Leave Act and the National Service Act.

Reno outlined several Clinton administration efforts to improve the nation's public school system, including Goals 2000 Act, which would help set standards, expand funding and improve public schools.

Another measure that must be adopted is the Safe Schools Act, she said, stressing the need to get parents involved.

Society is a "complex web" and educational efforts without health care, afternoon programs or other aid may not help, she said. "None of it will work unless our children can grow in safety in a safe and constructive world."

Reno also made a strong personal case for public education, declaring, "I am a product of our public schools."

She said citizens must "commit ourselves again to protecting, defending, enhancing, improving and making magnificent once again our public schools."

Labor's good works, volunteers saluted

San Francisco

The "great untold story" of union voluntarism received its due from convention delegates.

"We pick up the paper time after time and read about strikes, but do we read that the building trades have had a program for years and years to try to find a cure for children with diabetes?" asked AFL-CIO Vice President Gerald W. McEntee, president of AFSCME.

"Do we read that the Machinists for years and years have raised money to help provide seeing-eye dogs for the blind?" he asked.

"This is the untold story of American labor unions and their membership, helping people in the community time after time."

The convention noted that union volunteers can help link needy persons to social services and resource programs, work with local United Ways and help shape the Clinton administration's National Youth Service program.

Delegates also called for organizing union retiree clubs and urged unionists to participate in the annual Letter Carriers food drive, which this year gathered more than 11 million pounds of donations.

NALC President Vincent Sombrotto, who chairs the federation's Community Services Committee, kicked off the 1994 food drive — set for May 14 — at a food bank in San Francisco.

"Letter Carriers are extremely gratified by the outpouring of support from postal customers and civil and community leaders," Sombrotto said. "We are confident that the 1994 drive will be even more successful as word of its impact on local food banks spreads across the country."

Back on the convention floor, Dan Sciury of the Greater Canton, Ohio, AFL-CIO, told delegates "one of the greatest strengths of the labor movement is our ability to go beyond the workplace" to help people.

Sciury, who has been involved in community services for 19 years, also noted that community service is "one of the greatest tools we have in areas of America to organize the unorganized."

— Colleen M. O'Neill

Job victims dramatize need for OSHA reform

By Colleen M. O'Neill
San Francisco

Union members on the front lines in the struggle for improved job safety put a human face on the problem for convention delegates, who vowed to continue the fight for OSHA reform.

"In my 12 years' work in iron, I've known 15 workers who were hurt on the job. Of those 15, six died and only three of them returned to the trade," said Roger Jue of Iron Workers Local 378 in Alameda, Calif.

He said Iron Workers rise to a challenge and "the company knows this. They make a crazy schedule and they ask us to 'Get the job done.'. . . Often we're pushed so hard that we don't even realize we have gone beyond the point of what's safe, and the results in my trade are usually tragic."

It was just that situation that led to Jue's accident, in which he took a 30-foot fall while constructing a two-story building. He shattered his left ankle, needed to have two 10-inch rods inserted to stabilize his back, and spent nearly eight weeks in the hospital. He's facing more operations in an attempt to recover his health.

Rick Ceglio of Plumbers and Pipefitters Local 393 in Sunnyvale, Calif., continued to work in a situation he knew was dangerous after receiving reassurance from his supervisor he would be all right. As a result, he spent 10 months in the hospital and rehabilitation after being overcome by toxic chemicals while working in the bottom of a 15-foot trench.

"What we need to do in the years to come is not create more laws, but better laws," he said. "We need to improve training in the years to come, not only for ourselves, but the people we work with, the people we work around, and for management."

Nearly 10,000 workers each year are killed or injured on the job, with one-fifth of that total coming from the high-hazard construction industry. Another 6 million each year are injured or made ill on the job.

Health care workers face increased job safety risks, from exposure to bloodborne and airborne diseases and lifting injuries to violence on the job, said Lorraine Thiebaud, chief steward for Service Employees Local 790. She outlined the struggle of her unit with the management of San Francisco General Hospital to cut the risks of HIV/AIDS infections from needle sticks.

Her unit formed a coalition with other SEIU units in the hospital, filed a class-action grievance and circulated a petition to gain the use of safer needles.

AFSCME Secretary-Treasurer William Lucy spoke to that point from the floor in urging passage of the resolution on OSHA reform, as he noted that public-sector workers suffer twice as many injuries as private-sector workers.

Lucy also called for a different characterization of job safety statistics.

"The irony is that the numbers and the statistics that underlie the need for reform are treated almost on a daily basis as a news story. I would suggest that they ought to be treated as crime statistics," he said, pointing out that, on average, one worker every hour of every day dies on the job.

AFL-CIO Vice President Lynn R. Williams, president of the Steelworkers and chair of the AFL-CIO Safety and Health Committee, told delegates "we have a real opportunity (for reform) and a responsibility to make it happen."

"Clearly, our system of laws and regulations is not working," he said. "Empowerment was the word of Secretary Reich this morning. That's why we're fighting to reform the OSHA law. We want a law that gives workers a right to participate in safety and health committees, that makes sure that workers won't be fired if they raise concerns about job hazards, that makes sure that OSHA enforcement has teeth."

Delegates tout new methods for organizing

Continued from Page 1

demonstration against California table grapes.

The convention also welcomed Postmaster General Marvin Runyon, who unveiled the George Meany commemorative stamp that will be available next year.

The importance of organizing was underscored in a panel discussion with union organizers, chaired by Donahue. A resolution urged that organizing be integrated into day-to-day operations "and unions at all levels should establish organizing committees."

The delegates also called for the continuation of "new and creative approaches," such as the AFL-CIO Organizing Institute and the Union Privilege benefits program.

The AFL-CIO's Housing and Building Investment Trusts received a strong endorsement from the convention, which urged affiliates to allocate pension fund assets to the trusts.

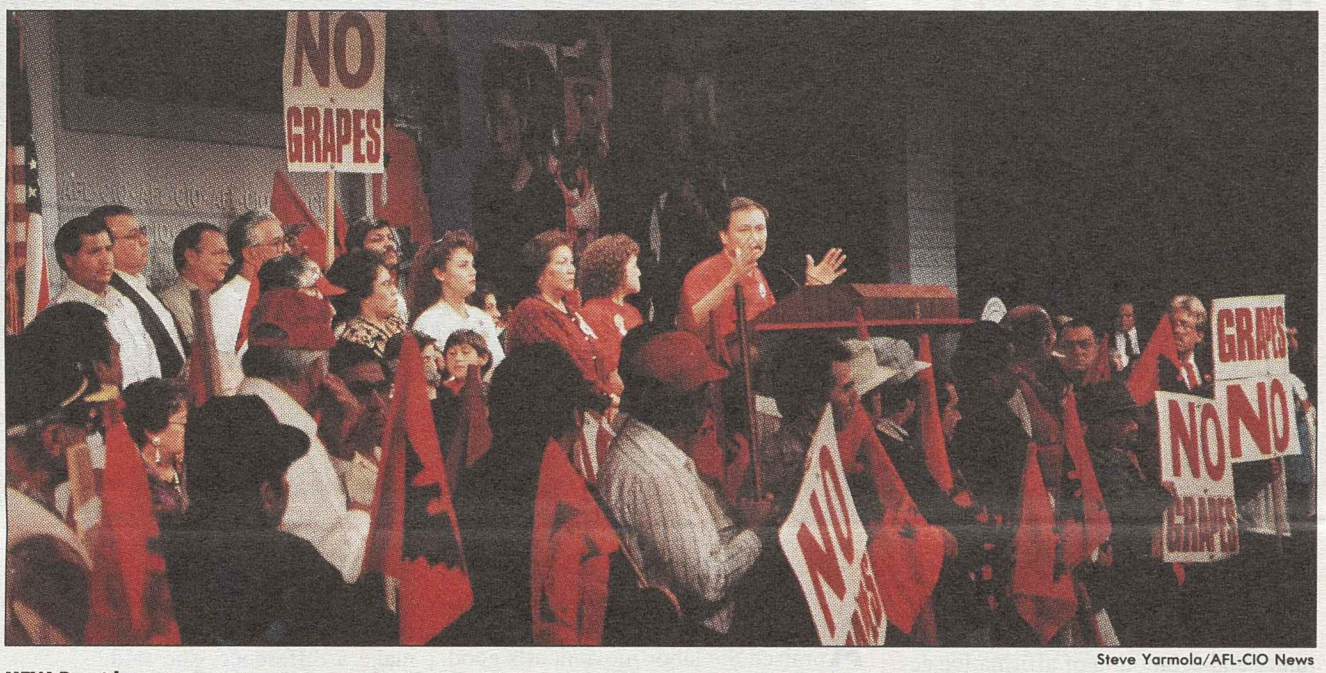
Not only have the trusts demonstrated an "ability to provide prudent investments with competitive returns to investors," but at the same time, they "are achieving important labor goals: job creation, increased housing, and economic vitality of local communities," the convention declared.

The trusts have joined with the U.S. Department of Housing and Urban Development to form the National Partnership for Community Investment. The $1.2 billion partnership will create 12,000 affordable housing units and 20,000 union jobs over the next five years.

The federation's officers were elected by acclamation after an attempt to nominate Dr. Harry Kelber, a retired New York labor educator, for vice president was ruled out of order.

Joe Pascarella, who identified himself as a vice president with the Retail, Wholesale and Department Store Union, acknowledged after making a nominating speech for Kelber that he was not a delegate.

In correspondence before the convention, Kirkland assured Kelber that his name would appear first on the ballot and he could address the convention if Kelber were nominated by a delegate, in accordance with AFL-CIO rules. But he failed to get the support of the required one delegate to nominate him.



Steve Yarmola/AFL-CIO News

UFW President Arturo Rodriguez addresses delegates after leading "No Grapes" demonstration during convention.

Labor calls for real education reform, not vouchers

By Candice Johnson
San Francisco

The nation is facing a crisis in education, fueled both by violence in schools and a campaign for vouchers that would ravage the public education system, AFL-CIO convention delegates declared.

Opposition to the California voucher plan, Proposition 174, and other efforts to privatize schools was part of several resolutions proposing reforms that are "consistent with the labor movement's historic advocacy of public education and equal opportunity." These are:

- Establishing clear and high standards for students.
- Giving schools sufficient resources and flexibility to help all students meet high standards.
- Working to overcome out-of-school barriers to learning, especially among poor children.
- Restoring safety and discipline in schools.

AFT President Albert Shanker called the Proposition 174 fight "a national issue" and part of a campaign to promote vouchers in every state of the union. The nation is being asked "to roll the dice for a system that hasn't existed in any other country," he said.

The federation's fight against Proposition 174 received a boost from President Clinton, who in his speech to the convention offered a stinging indictment of the plan to transfer funds from public schools to private ones under a voucher system.

"I believe we need to give our young people more choices within the public school system and I have advocated letting states try a lot of things within districts," the president said. But having worked for 12 years as governor to improve standards, "if I were a citizen of the state of California, I would not vote for Proposition 174," Clinton said.

"It would take $1.3 billion right off the top to send to people who already have their kids in private schools and who didn't need any government money to do it," he said. Worse, it would take away needed resources from a school system that doesn't have the funds to educate the children already in the system, he added.

Clinton expressed concern that the initiative sets no standards for private programs to be funded. "Wouldn't it be ironic if at the very moment we're finally trying to find a way to measure the performance and raise the standards of the public schools, we turn around and start sending tax money to private schools that didn't have to meet any standards at all?" he asked.

Carpenters President Sigurd Lucassen declared that the "savage cuts" required by Proposition 174 "will condemn millions of California children to a system already cut to the bone."

Speaking for the education reform resolution, AFT Vice President Sandra Feldman reminded delegates that "public education is the only vehicle for upward mobility for the poor and working classes."

"We need increased federal funding to create a level playing field, so children can learn in a safe environment," she said. "We need to eliminate violence in and around schools."

Steelworkers President Lynn Williams said a fundamental part of creating a highly advantaged society "is creating a better education system" that includes the empowerment of teachers and better financing methods. "Setting higher standards for students" is a key part of improving the system, he added.

In a separate resolution on safety in the schools, delegates adopted a multilevel program to "re-establish schools as safe havens where students can study and learn, and school staff can work and teach."

Passage of the Brady bill, requiring a 30-day waiting period before a gun can be purchased, is a key element of the federal role, delegates declared.

The convention also called for full funding of alternative schools for disruptive students as part of the local role in providing a secure environment, along with state and local efforts to increase cooperation among educational programs and other services.

AFL-CIO: End South African sanctions

By James B. Parks
San Francisco

Following an appeal from a leading South African trade unionist, the AFL-CIO convention urged the end of economic sanctions against that country.

Jay Naidoo, former general secretary of the Congress of South African Trade Unions, said sanctions should be lifted now that the process of ending apartheid cannot be stopped.

''We are confident that white minority rule is ending . . . we have reached the point of irreversibility,'' said Naidoo, reaffirming COSATU's agreement with African National Congress President Nelson Mandela's call to lift sanctions.

The federation, which for decades has maintained its solidarity with South African trade unions in calling for sanctions, now urges all states, counties and municipalities to repeal sanction legislation as soon as possible.

''Further, the AFL-CIO urges that current and future investment in South Africa or in companies operating in South Africa be targeted to create jobs, accelerate training and promote a nonracial, nonviolent state based on the extension of full human and trade union rights for all its citizens,'' the convention said.

Trade unions in South Africa are working to ensure that labor protections, women's rights, rights for all people and environmental protections become a permanent part of the post-apartheid society, said Naidoo, who is an ANC candidate for the new assembly in next year's elections.

''Freedom is more than the right to cast a ballot. It is the right to a job and a living wage, a house, health care, education and training,'' he said.

Both Naidoo and Malawi's Chakufwa Chihana, secretary general of the South African Trade Union Coordinating Council, told the delegates that movements for freedom and dignity of ordinary people in Africa cannot succeed without the continued solidarity of trade unionists around the world.

''From the dock workers in San Francisco to the Mine Workers to the public-sector workers in Washington, labor has a proud history of fighting against apartheid,'' Naidoo said.

''You have shown that workers throughout the world will stand together with zeal and determination to defend the rights of one of their own,'' said Chihana.

''Your gallant and consistent support has brought Malawi workers to where we are today in our struggle for a free and democratic society.''

Though great strides have been made in their countries, both Naidoo and Chihana said the greatest struggles are ahead.

''At this important moment, we turn to you — the workers of the world, especially those in the United States — as we seek to educate millions to be able to exercise the right to vote,'' Naidoo said, noting that COSATU has ''concrete pledges'' from many U.S. unions to help educate and mobilize the 30,000 COSATU shop stewards and 1.2 million members to vote.

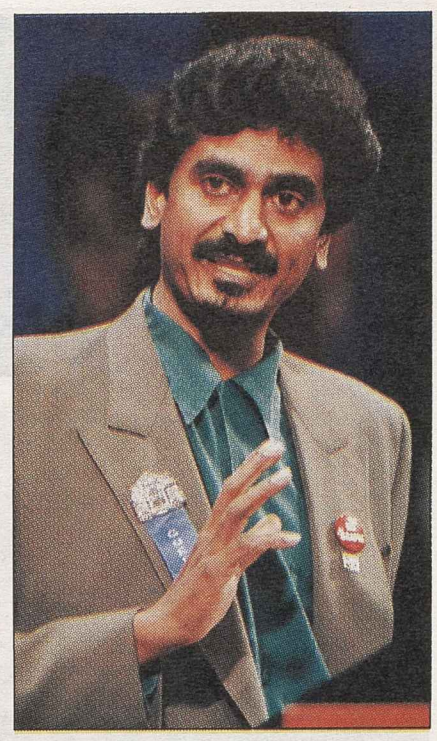
Chihana, who spent two years in prison for his democratic activities, announced that Malawi's self-declared president-for-life Hastings Banda had lapsed into a coma after brain surgery and could no longer carry out the functions of his office.

''This is a dangerous time,'' he said. Malawi must install an interim president while at the same time preparing the constitutional and political changes necessary to bring about democratic elections scheduled in May 1994, he said.

The modest gains for freedom in Malawi could be lost without the help of organized labor. He praised the African American Labor Center for its support for the cause of freedom in Malawi.

International pressure forced Banda to hold a referendum on his dictatorial one-party rule, Chihana said. By an overwhelming majority, the country voted for multiparty elections.

The democratic forces have pushed the Banda government to allow a free press and the political parties are negotiating a transitional process, Chihana said. The Alliance for Democracy, which he heads, is pushing for a quick national constitutional conference, including the church, labor, business and political parties.



Jay Naidoo



Raymond Crowell/Page One Photography

Mario Chanes, flanked by AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue, receives convention applause.

Chanes: Unions vanguard in Cuban democracy fight

San Francisco

Thirty years in prison for opposing Fidel Castro's destruction of free trade unions is a ''fertile experience that provided a source of strength,'' Mario Chanes told the convention.

''The love of freedom and the self-respect that comes from rejecting an oppressive system — which was my only crime — is considered a very serious offense,'' said Chanes. ''In the case of Cuba, the situation is even more critical and dangerous, with a dreadful price to pay given the cruel and inhuman nature of the ruler for the past 34 years.''

Chanes said independent unions are ''the vanguard of those carrying the fight in our country. They are the most fitting instruments to do so because they embody the wishes of the masses of dissatisfied workers.''

A founding member of the Cuban Brewery Workers, Chanes was arrested July 18, 1961, when he rejected the Communist government after helping Castro come to power. He was charged with plotting to assassinate Castro, which he always denied.

The AFL-CIO, through its Committee for a Free Cuba, mounted an international campaign to win Chanes's release, but Castro let him go only one month short of his 30-year sentence.

AFL-CIO President Lane Kirkland appealed to the Cuban government, as a humanitarian gesture, to honor Chanes's request to join his family in Florida. But it was two years after Chanes left jail before Castro allowed him to leave the country.

Chanes thanked labor for its efforts on his behalf and vowed to continue the struggle for freedom for thousands of oppressed Cuban workers.

Unions press global struggle for worker rights, freedom

San Francisco

The American labor movement vowed to fight back against the global assault on freedom of association and workers' rights by multinational corporations and greedy employers.

The international resolutions also emphasized the need to link worker rights with market access to ensure that trade be conducted equitably in a framework where workers here and abroad benefit from increased commerce.

Asian governments and corporations are attacking the rights of workers using the ruse that human rights concepts are not compatible with their culture, the convention warned.

A case in point is China. Delegates urged the United States to withdraw China's most-favored-nation trading status and to deny its entrance into the General Agreement on Tariffs and Trade until a variety of conditions are met, including the release of pro-democracy activists, respect for internationally recognized human rights and an end to forced labor.

The convention voted continued support for the Laogai Research Foundation and other human rights organizations that play a major part in investigating U.S. companies that purchase prison-made products.

While applauding the recent democratic gains in Central and Eastern Europe and the former Soviet Union, the convention expressed concern that the gains are jeopardized by the uncertain outcome of economic policies.

The resolutions call for a long-term economic plan for Russia that considers the needs of ordinary people.

Delegates reaffirmed support for Israeli democracy ''and in particular for our fraternal trade union federation Histadrut.'' The AFL-CIO pledged renewed efforts to seek out and support worker organizations in the Middle East that share the trade union movement's fundamental concerns about human and labor rights.

The convention noted that the fundamental political and economic situation in Northern Ireland has not improved. The delegates also supported President Clinton's pledge to appoint a special peace envoy for Northern Ireland and reiterated its backing for the MacBride Principles for American companies operating in Northern Ireland.

Noting the advance of democracy in Africa, delegates called upon the continent's new democracies to strengthen respect for workers' rights and pledged support for democratic trade unions in the region.

In the Western Hemisphere, the federation calls upon the U.S. government to condition foreign aid and trade preferences on respect for human and trade union rights.

While the federation welcomes the advances toward peace and democracy in Central America over the past two years, continuing threats to this process — from widespread corruption, non-functioning judicial systems, economic inequality, and militarism — threaten this process, the resolution said.

The convention applauded actions by the United Nations Truth Commission in El Salvador, which finally presented an objective review of war crimes committed by both sides during that country's 12-year civil war.

But in several nations, including the Dominican Republic, Costa Rica, Guatemala and Panama, workers are still being denied the right to organize and bargain collectively in the so-called free zones, with unscrupulous employers firing and blacklisting union members and supporters, the resolution noted.

On Cuba, the convention called on the Clinton administration to continue the current economic embargo until all political detainees are freed and internationally recognized human and labor rights are respected.

— James Parks



Bill Burke/Page One Photography

Chen Jingyun, wife of Chinese activist Han Dongfang, and their son, Han Linfeng, acknowledge the applause of convention delegates after accepting the George Meany Human Rights Award for Han, who is in Hong Kong seeking to return to China to resume his fight for human and workers' rights.

Han's crusade for workers earns prize

By James B. Parks
San Francisco

The AFL-CIO presented its 1993 George Meany Human Rights Award in absentia to Han Dongfang, a labor activist who has risked his life to help Chinese workers gain their rights.

Han, a 30-year-old railroad worker, founded the Beijing Workers Autonomous Federation, China's first independent trade union since the Communist takeover in 1949.

In a videotaped statement, Han said he was ''extremely grateful'' to the AFL-CIO for the award and for its support and recalled those who demonstrated with him in Tiananmen Square in 1989. He said he was accepting the Meany award on behalf of ''all of his brother and sister workers fighting for workers' rights.''

Jailed during the crackdown on the 1989 Democracy Movement, Han was tortured and deliberately exposed to tuberculosis infection. He was given improper medication and suffered two relapses before the Chinese government released him. near death, 22 months later in 1991.

Still ill, Han mounted a courageous demonstration against legislation banning independent labor organizations. He was beaten by police and was threatened, along with his pregnant wife. Despite promises by Chinese officials that Han would be allowed to seek medical assistance in the West, he was refused permission to leave until the summer of 1992.

Last summer he voluntarily returned to China and was detained, beaten and physically thrown across the border into Hong Kong when he tried to re-enter the country, prompting an official protest from the U.S. government.

Han now is raising funds for the Chinese labor movement and mobilizing international pressure to allow him to return to China to continue his fight for human and worker rights.

The AFL-CIO denounced Han's expulsion in a letter to Chinese Premier Li Peng and urged the U.S. government to oppose China's failed bid to host the Summer Olympic Games in the year 2000.

Han's wife, Chen Jingyun, who accepted the award on her husband's behalf, tearfully said Han will miss the first birthday of their son, Han Linfeng. She said Han told her in a recent telephone call that he could not come back to the United States because ''he must do something for the Chinese workers.''

''I am proud to have such a husband and I hope the AFL-CIO will continue to support the Chinese labor movement,'' she said.

Han is the second Chinese dissident in four years to be awarded the Meany prize. Fang Lizhu, a physicist expelled from China for his pro-democracy writings and speeches, received the 1990 award.

Fraternal delegates warn of regional trade

San Francisco

Fraternal delegates stressed the need for international labor solidarity, particularly against the insidious threat of regional trade agreements.

D. Garfield Davies of the British Trades Union Congress cited efforts with the Teamsters at Diamond Walnut, the Allied Industrial Workers at A.E. Staley and the Mine Workers at Peabody Coal, but warned that global developments warrant increased vigilance.

''The development of regional trading blocs presents us with a different kind of challenge,'' making cooperation among labor federations even more necessary, he said.

''Free trade and the unrestricted operation of the market are not automatically a friend of working people — usually the opposite is true,'' he said, calling on governments to uphold human dignity and working and environmental standards to blunt the excesses of the market.

Davies outlined the European community's efforts to develop such a framework — one that has been accepted by the trade union movement and 11 of the 12 governments affected, but not Britain.

''This is an issue on which the present British conservative government will be defeated,'' he declared. The social charter written into the Maastricht Treaty ''provides for working people to have a say in the crucial decisions that affect them at work, for improving safety and health,'' and to enable working people to share in the benefits of the economic gains of the market.

This effort by the European Community ''has the makings of a real community where trade unions are accepted as necessary and desirable partners,'' he said.

Robert White of the Canadian Labour Congress said Canada's experience with its bilateral trade arrangement with the United States bodes ill for workers under a proposed North American Free Trade Agreement.

''Canadian plants relocated in southern U.S. non-union areas,'' White said, noting that Canada is losing upward of 500,000 jobs and its unemployment rate is stuck at 12 percent. ''Many high-tech job, high value-added jobs which were promised to us have disappeared.''

NAFTA would cause far more damage in the United States and Canada without benefiting the workers of Mexico, he warned.

''The bilateral free trade deal has been disastrous for us,'' White said. ''You don't have to be a rocket scientist to figure out what will happen under NAFTA — a treaty that will let corporations shift production and jobs wherever costs are lower regardless of the consequences.''

He described NAFTA as dog-eat-dog capitalism in its most savage form — pitting worker against worker, social standard against social standard and tax haven against tax haven.

''The purpose of NAFTA is to enable multinational corporations to exploit underdevelopment, not alleviate it,'' White said. ''No country in the world has developed its economy as a result of free trading relationships based on cheap wages and an unregulated market.''

He disputed the arguments of those who contend that NAFTA represents the only solution for economic development in the Western Hemisphere.

While the trade deal would generate increased investment in Mexico, White said, the question remains how Mexico can translate the investment into genuine development.

NAFTA provides no answers, he said, branding the side accords on labor and environmental standards ''a joke — a recipe for lower wages.''

Oppression by Haiti thugs condemned

The AFL-CIO has condemned the blatant violations of the freedoms of the Haitian people by the forces opposed to democratic rule.

Those forces, allied with the former Duvalier regime — the oppressive ton-ton macoutes — have threatened to close down the country and create havoc unless Duvalierists are part of the new regime.

After meeting Oct. 12 with democratically elected Haitian President Jean-Bertrand Aristide and leading Haitian trade union leaders, AFL-CIO President Lane Kirkland urged firm resolve in enforcing the United Nations agreement for a return to democracy in that nation.

''Democracy cannot prosper if the world stands by and allows thugs to thwart international agreements,'' Kirkland said.

Earlier, the AFL-CIO denounced the organized campaign of violence against Aristide's return, and the resultant failure of police and military forces to move to quell such acts.

''We deplore the failure of police forces to move to guarantee the safety of the citizens,'' the federation said in an Oct. 7 statement. ''President Aristide is the democratically elected president of the country. The people have made clear he is their rightful leader.''

An international effort is under way to restore democracy to the Caribbean nation. Aristide, ousted in a coup in 1991, is scheduled to return to Haiti at the end of the month.

Friso: Solidarity is key weapon

San Francisco

International union solidarity is critical to safeguard the interests of workers with the emergence of a fiercely competitive world market, Enzo Friso of the International Confederation of Free Trade Unions told the convention.

Management contends that it must be able to cut labor costs by hiring and firing at will to avoid losing markets, the ICFTU general secretary said. ''Even companies with long-established and constructive industrial relations are trying to get rid of the union presence,'' Friso noted.

All over the world, unions are fighting for the right to keep their place at the bargaining table to ensure that working people get their fair share, he said.

''The AFL-CIO and its affiliates are world leaders in innovative organizing, bargaining and campaign strategies,'' he noted. ''But no matter how fast we change, we still seem to be confronted by a hostile economic and political climate placing us on the defensive.''

The international markets have taken a toll on jobs and living standards in many countries, but the fight to overcome worldwide poverty must continue, he said.

''The AFL-CIO is rightly suspicious that the powerful business interests on both sides of the Rio Grande cannot be trusted under the current terms of the North American Free Trade Agreement to fulfill their promises of mutual benefits for all,'' Friso said.

Industrialized countries must offer the hand of solidarity to unions and the social infrastructure to ensure that the dividends of economic growth are not just for a privileged minority, he said.

CONVENTION ADDENDUM

Tribute to Meany, workers

The Postmaster General paid tribute to the working men and women of the U.S. Postal Service and to founding AFL-CIO President George Meany at an unveiling ceremony of the new postage stamp commemorating Meany.

Marvin Runyon applauded Meany for his lifetime of work that "improved the lives of virtually every working American." Because "America has a long history of honoring its leaders and distinguished citizens on its postage stamps," the stamp is a fitting tribute both to Meany "and to the organization to which he dedicated his life," he added.



The stamp will be issued at AFL-CIO headquarters next Aug. 16, on what would have been Meany's 100th birthday.

Joining Runyon at the unveiling ceremony were AFL-CIO President Lane Kirkland, Letter Carriers President Vincent Sombrotto and Postal Workers President Moe Biller.

Runyon, a former UAW member, said the challenge faced by all companies, including the Postal Service, is to "keep up with customers and stay ahead of competitors" and harness emerging technologies. "I'm convinced that the only way that both American business and American labor can succeed today is in partnership with each other," he added.

AFGE hails partnership

Government Employees President John N. Sturdivant lauded President Clinton's executive order of Oct. 1 creating the National Partnership Council, a basic tenet of Vice President Gore's initiative to reinvent government.

Sturdivant, who will be a member of the NPC, said the order would expand collective bargaining and help create a new environment in which workers can excel. The council, composed of labor leaders and agency officials, will develop proposals to reform the government's personnel and administrative procedures.

President Clinton mentioned the executive order in his speech to the convention, calling the NPC "an unprecedented partnership that I think will benefit every American."

Hatch Act reform, at last

To the standing ovation of delegates, AFL-CIO President Lane Kirkland announced the signing of Hatch Act reform legislation, which now allows federal and postal workers "to engage in political activity on their own time."

President Clinton signed the measure at a White House ceremony attended by AFL-CIO Vice Presidents Vincent Sombrotto, Moe Biller and John Sturdivant.

Immigration study extended

The AFL-CIO Executive Council, meeting Oct. 2 before the convention opened, agreed to give its Immigration Committee more time to study the federation's immigration policy.

In approving a report presented by committee chair William H. Wynn of the Food and Commercial Workers, the council authorized the panel to broaden its inquiry and present recommendations in February.

Wynn said the committee was studying the effects of employer sanctions, in terms of stemming the flow of undocumented workers into this country as well as any possible discriminatory impact.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses Public Employee Department convention. He is flanked by PED Secretary-Treasurer John Leyden and President Al Bilik.

'It's up to unions to act'

By Sharolyn A. Rosier
San Francisco

It's up to unions to help turn U.S. workers' dreams into realities, delegates to the AFL-CIO Public Employee Department biennial convention were told.

"There is a killer of dreams stalking us today including greed and profiteering — no matter what we call it," PED President Al Bilik told delegates. "But it is up to us to reassert the values that brought rights to many."

AFL-CIO Secretary-Treasurer Thomas R. Donahue pointed to the threat of "free trade" usurping the American vision of fair trade. "While many of you know the stories of jobs moving to Mexico, we must continue to educate our members of Congress and the general public on the problems this poses for America and its workers."

Jack Otero, a former AFL-CIO vice president now serving in the Clinton administration's Labor Department, addressed the convention, as did James King, director of the Office of Personnel Management.

King said "strong labor-management partnerships are the key to making government stronger" and vowed that OPM under the Clinton administration would help public employees overcome the "bad rap" they took under previous administrations.

His pledge was underscored during the AFL-CIO convention when Clinton signed an executive order creating a National Partnership Council, part of Vice President Gore's "reinventing government" plan. Government Employees' President John Sturdivant hailed the order for, at long last, "giving workers a place at the table" in the functions of the federal government.

Willie L. Brown, speaker of the California state legislature, compared the current economic downsizing affecting public as well as private-sector employees with the Great Depression — "the politics of the rich and poor. And in California it's even worse because everything we do is tied to the national economy."

California Insurance Commissioner John Garamendi noted that California's economy is unable to employ most people in the state. "To add insult to injury we have built only one college but 17 prisons in the state in 12 years," he said.

A report released at the convention revealed public employees join unions at a much higher rate than private-sector workers. Tom Juravich, co-author of "The Current State of Organizing in the Public Sector," said public employees are "no longer the step child of organizing. However, decertifications and challenges pose a problem across the country."

Delegates participated in panel discussions on labor-management cooperation, jobs, meeting the public's needs and workforce quality.

Delegates also passed resolutions urging federal legislation for comprehensive collective bargaining rights for public employees and inclusion of public workers under federal safety and health laws, as well as opposing the North American Free Trade Agreement.

Public employee rights reaffirmed

San Francisco

Convention delegates condemned the scapegoating of public employees in state and local government budget fights, calling for full collective bargaining rights for these employees and opposing privatization efforts.

In approving the resolutions — including 152 through 154, 161, 162 and 177 — the convention also called for:

- Continued public education, improved management techniques and strategies, and labor participation in the decision-making process as a positive means of avoiding privatization and contracting out.
- An end to the use of prisoners and military forces to perform public sector work.
- An end to closure of state institutions.
- Lifting pay caps on blue-collar federal employees.
- Prompt implementation of the Federal Employees Pay Comparability Act, making federal employees' pay comparable to the private sector.

Public employees are the largest group of U.S. workers without the federally protected right to organize and bargain collectively over wages and benefits. State and local employees must rely on states to pass laws to guarantee collective bargaining rights.

Only 24 states have passed collective bargaining laws that cover all public employees, although they usually exempt managers and confidential and legislative employees.

Still, a relatively high percentage of public sector employees are organized. According to the AFL-CIO Public Employee Department, 36.7 percent of the workers in the public are union members.

Nearly 60 percent of state and local public employees with rights to bargain collectively are covered by a contract. Only 8 percent of public employees not covered by collective bargaining laws are protected by a contract.

Privatization represents one of the most insidious threats to these workers. Many government officials disguise privatization as a means to save money, although an Office of Management and Budget report concludes that privatizing services is not cost-efficient.

Sea change for maritime 'essential'



Raymond Crowell/Page One Photography

Maritime Trades Department President Michael Sacco introduces House Majority Whip David Bonior (Mich.)

San Francisco

Delegates to the biennial convention of the AFL-CIO Maritime Trades Department called for Congress and the Clinton administration to fulfill long-awaited promises to reform maritime laws and save the industry.

Pointing to a mere 385 ships now flying U.S. flags — a decrease from thousands — Maritime Trades Department President Michael Sacco said, ''We cannot continue to lose American jobs to foreign countries.''

''The biggest boondoggle we face is the North American Free Trade Agreement,'' Sacco said. ''It's no trade deal. It's a get-rich scheme.''

AFL-CIO Secretary Treasurer Thomas R. Donahue suggested that the time has come to ''right the wrongs done to American workers. The problems of the maritime industry are symptomatic of the problems of the entire economy.''

''We've been trying to change the course,'' said Rep. David Bonior (D-Mich.), House majority whip, calling for comprehensive maritime reform. ''America is a maritime nation and we had better keep our ships afloat. It's essential to defense readiness and an important part of our defense structure.''

Bonior noted that the rush to reflag had prompted Congress to impose a one-year waiting period for companies wanting to transfer flags.

Once a growing maritime state, California is now thirsting for jobs and reform of maritime laws, said San Francisco Mayor Frank Jordan. ''The needs of the state are many but, as in most states, job creation is our main problem.''

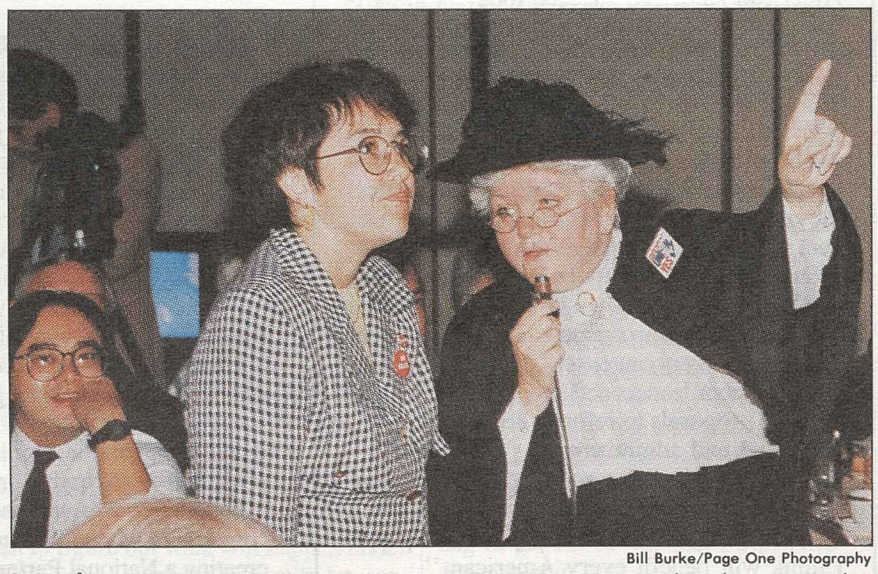
Labor Department initiatives — including education and training programs, an Office of the American Workplace and increasing opportunities for women and minorities — were addressed by Jack Otero, a former AFL-CIO vice president who now serves as deputy undersecretary of labor for international affairs.

Resolutions included a call for Congress to amend the Worker Adjustment and Retraining Notification Act to give the Labor Department primary responsibility for training programs for dislocated workers, as well as urging an increase in the minimum wage.

Other speakers included Reps. Tom Lantos (D-Calif.), Elizabeth Furse (D-Ore.) and Neil Abercrombe (D-Hawaii); Bob McMillen, president of the Totem Ocean Trailer Express; Richard Walsh, director of the AFL-CIO Committee on Political Education; Robert M. McGlotten, director of the AFL-CIO Department of Legislation; and Gerald Shea, director of the AFL-CIO Employee Benefits Department.

— Sharolyn A. Rosier

FAST: Unions play vital role in rapidly changing workplace



Bill Burke/Page One Photography

Legendary organizer Mary "Mother Jones" visits a FAST luncheon, in the person of Virginia Schaeffer, education director of AFSCME Council 13.

By Sharolyn A. Rosier
San Francisco

Today's workers can gain power at the workplace only through the basics of trade unionism, with a twist of ''21st Century Style,'' the Food and Allied Service Trades Department declared at its 7th quadrennial convention.

''We must take bold steps to stop the abuse of workers by corporate America,'' said FAST President Robert Harbrant. ''In 1993, we need more than solid leadership and organization; we need to agitate and educate to eradicate the problems workers are facing.''

AFL-CIO Secretary-Treasurer Thomas R. Donahue charged each delegate to ''be faithful to our responsibilities'' to ensure that ''this generation has the benefits of the trade union movement that previous generations have had.''

Delegates participated in a panel discussion on the future of the labor movement moderated by David Durkee of the Bakery, Confectionery and Tobacco Workers. The panel, consisting of labor leaders and academics, agreed that new organizing techniques are necessary, citing the success of the Service Employees' Justice for Janitors campaign.

The workplace as we know it is quickly changing, said Andrea Saveri of the Institute for the Future in Menlo Park, Calif. She predicted that portable telephones and computers would allow for an even more mobile workforce.

The 1993 Worker Awards were given to Sen. Howard Metzenbaum (D-Ohio), Reps. Nancy Pelosi (D-Calif.) and Rep. Pete Stark (D-Calif.), and Harry Wu, a former political prisoner in China.

Addressing delegates via videotape, Metzenbaum recounted the struggles of working people in America today and reiterated his commitment to their plight. Stark's son, Jeff, and Michael Yaki, Pelosi's district representative, accepted awards on their behalf.

Wu stirred delegates as he described prison labor in China. ''I am no longer imprisoned, but there are thousands of people including children who are still engaged in prison labor in China,'' he noted.

The award is given every four years to individuals who demonstrate a commitment to the labor movement and to workers around the world.

''This year's recipients are truly dedicated to the pursuit of dignity, justice and respect,'' said Harbrant. ''They have all done a great service for the workers represented by FAST's affiliates.''

Delegates passed resolutions calling for a study on workplace violence and for stronger child labor laws. They also opposed any changes in federal meat and poultry inspection that fails to improve consumer protection and provide civil penalties for violations.

DPE explores growth potential in white-collar organizing

San Francisco

The Department for Professional Employees devoted much of its convention to exploring organizing avenues to bring the growing white-collar workforce into the labor movement.

''Today, white-collar employees comprise nearly 59 percent of the workforce, approximately 69 million people,'' DPE President Jack Golodner told delegates. ''The Bureau of Labor Statistics predicts that, in the next 15 years, the goods-producing sectors will grow by less than 300,000 jobs but the service sectors will grow by 23 million — more than 1.5 million per year.''

Golodner reported that a special DPE planning committee has identified five sectors for priority attention, including the health care industry; finance, banking and insurance; the arts, entertainment and mass media; non-faculty educational services; and white-collar women.

The committee also will focus on such issues as assuring women and minorities of their rights, health care reform and labor law.

Golodner and other officers were re-elected.

Delegates and guests, including AFL-CIO President Lane Kirkland and Secretary Treasurer Thomas R. Donahue, attended a luncheon, with union members from building trades and performing arts unions, at the site of the new Center for the Arts Theater, where the San Francisco Opera conducted its first performance.

The convention included workshop sessions on organizing white-collar women, minorities and persons with disabilities, jointly sponsored by the AFL-CIO Departments of Organization and Field Services and Civil Rights.

Resolutions included a call for an ergonomics safety standard, aggressive enforcement of the bloodborne disease standard and a full-bore effort to defeat California Proposition 174.



Raymond Crowell/Page One Photography

San Francisco AFL-CIO Secretary-Treasurer Walter L. Johnson introduces Steelworkers Local 67 member Eddie Starr, making his singing debut of "Say 'No' to NAFTA" at a No NAFTA rally at San Francisco's Union Square during the AFL-CIO convention. The Granite City, Ill., worker donated the song to the trade union movement with the hopes that his message will be heard across America.

Newsmakers

Candidates for the four top officers of the Steelworkers have been nominated without opposition and will assume their positions March 1, 1994.

George Becker, currently the USWA vice president for administration, will succeed retiring President **Lynn R. Williams,** who has been president since 1983. **Leon Lynch** returns as vice president for human affairs, a post he has held since 1976. **Leo Gerard,** national director of Canada, will become secretary-treasurer, succeeding **Edgar Ball,** who is retiring after nine years at the helm. **Richard H. Davis,** currently USWA's District 36 director in Birmingham, Ala., will be the vice president for administration. **Lawrence McBrearty** was nominated without opposition to succeed Gerard in Canada.

In an effort to encourage union membership among the nation's physicians, **Dr. Daniel Lawlor** announced that he will join the AFSCME Local 1199/National Union of Hospital and Healthcare Employees (NUHHCE). ''It's time to give voice to a growing group of providers who are working for real change, and to set aside self-interest for the good of all,'' Lawlor said.

NUHHCE represents more than 30,000 healthcare workers, a growing number of whom are physicians and dentists.

DEATH

Hugh Donovan Clark, 80, former Iowa AFL-CIO president, died Oct. 8 of a heart ailment in Dubuque.

Clark, who was born in LaMotte, Iowa, joined the Plumbers and Pipefitters in 1940 and served for two terms as president of the Dubuque Labor Council.

He also served as secretary-treasurer of the Iowa Building Trades Council and worked with the Iowa Pipe Trades. In 1966, he became the state AFL-CIO president, a position he held until he retired in 1979.

Clark is survived by his wife, Rita; a son, James; daughters Cheryl Draeger and Karen Ann Shockley; a stepbrother, Loras Watters; two stepsisters, Mary Miller and Catherine Grant; seven grandchildren and three great-grandchildren.

Union communicators praised for spreading labor's message

By Sharolyn A. Rosier
San Francisco

Imparting information to trade unionists is crucial to the labor movement, labor communicators were told at the International Labor Communications Association convention.

''Educating our members and the general public about the plight of workers is more important now than ever before,'' said ILCA President Leo Canty. ''This education can only turn into individual and collective power as we tackle various issues.''

Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, emphasized the importance of labor communicators in presenting the cases against NAFTA and for health care reform.

But he also challenged them to ''look beyond'' the current campaigns to such ripple effects as ''what health care reform will mean to our organizing in the future.'' Similarly, Baker said the fight against NAFTA was only a milestone toward achieving ''what world trade should be, the advancement of all nations through worker rights as the basis of strong trade agreements.''

AFSCME President Gerald McEntee reiterated the importance of health care reform but added, ''The most difficult public for the Clinton administration to reach is the union household because our people have good plans. It is up to the labor publications to provide the information so our members can make informed decisions.''

The A.J. Liebling Memorial Lecture was delivered by Nick Salvatore, professor at Cornell University. He compared the role of labor communicators today with the work of Eugene V. Debs.

During a press conference, AFL-CIO Secretary Treasurer Thomas R. Donahue and new AFL-CIO Vice Presidents Gloria Johnson, Arthur Coia, Frank Hurt and Linda Chavez-Thompson fielded questions from delegates on a variety of issues — from membership and NAFTA to opportunities for women and minorities in unions.

The convention concluded with the Journalism Awards Dinner, where San Francisco's KPIX-TV Anchor Dave McElhatton described the changes in the traditional news room forced by massive downsizing in the industry.

Canty and ILCA Secretary Treasurer Susan Phillips were re-elected by acclamation. Newly elected ILCA vice presidents include Karen Gutloff of the Service Employees, George Burke of the Fire Fighters, Zita Allen of AFSCME District 37, James Conley of the Machinist, Larry Dorman of the Connecticut AFL-CIO, Carl Fillichio of the Laborers, Susan Holleran of AFSCME and Jamie Horowitz of AFT.

Resources

CONFERENCE

The AFL-CIO Department of Economic Research and the Cornell University School of Industrial and Labor Relations are co-sponsoring the **1993 Union-University Conference on Labor Law Reform** on Oct. 24-26, 1993 at the Masters, Mates and Pilots Training Center in Linthicum Heights, Md. For more information, contact the AFL-CIO Department of Economic Research, 815 16th Street, N.W., Washington, D.C. 20006.

VIDEO

The following AFL-CIO Convention ''roll-ins'' are available from the Labor Institute for Public Affairs: Organizing, Community Services, NAFTA, OSHA Reform, Health Care Reform, Solidarity in Action, a special tribute to the late Farm Workers President Cesar Chavez and other major issues. The speeches of President Clinton, Secretary of Labor Robert Reich, U.S. Attorney General Janet Reno and other speakers are available upon request. Contact LIPA at 800/242-UNION.

Inbrief

Kennecott workers ratify 5-year pact

Salt Lake City

After working almost four months under a day-to-day agreement, members of seven unions at Kennecott Corp.'s Utah copper mining facilities ratified a new three-year contract.

The package was approved Oct. 5 and covers 2,000 workers. It includes an initial wage increase of 80 cents an hour effective Oct. 1, 1993, followed by a 30 cent increase in Oct. 1, 1994, two increases totaling 50 cents in 1995 and 20 cents in April 1996.

Pension benefits, sickness and accident benefits and life insurance coverage also were increased. Company-paid health benefits will be maintained at their existing level until 1996, when the annual deductible will increase from $100 to $200 per person.

A new company matching contribution was added under the 401(k) plan.

The company employs workers from the Steelworkers, Operating Engineers, Machinists, Electrical Workers, Office and Professional Employees, United Transportation Workers and Transportation Communications Union.

Rubber Workers gain first Tyler contract

Rubber Workers won a first contract at Tyler Pipe Industries in Tyler, Tex., about a year after the 1,800 workers voted for union representation.

Members of URW Local 1157 ratified the settlement by a 98 percent margin.

The five-year agreement provides a 10 percent raise over the contract term, along with a profit-sharing plan, correction of wage inequities, a cash retirement bonus and life insurance coverage.

Other benefits include grievance and seniority systems and improvements in health insurance coverage.

URW President Kenneth L. Coss credited members of URW Local 746 in Tyler for helping in the organizing and solidarity campaign.

AFSCME wins vote at USDA division

Federal workers in a division of the U.S. Department of Agriculture chose AFSCME to help them win a stronger voice in their workplace activities.

By a 247-116 margin, workers at the Agricultural Stabilization and Conservation Service headquarters, holding professional, administrative, program and clerical jobs, voted for AFSCME representation.

Workers at the ASCS want to play a part in the design and implementation of a planned reorganization, AFSCME Council 26 said.

The executive order signed by President Clinton on federal-sector labor relations provides unions with the opportunity to negotiate over a broader range of workplace issues and gives workers a stronger voice in their jobs.

AFSCME Council 26 also represents workers at the USDA Farmers Home Administration and a number of other federal agencies.

NLRB nominee Gould vows swift, impartial rulings

By James B. Parks

Expediting unfair labor practices complaints and representation cases would get high priority if he were chairman of the National Labor Relations Board, William B. Gould IV told a Senate panel.

"I shall consider the use of firm timetables and shall attempt to lead by example and encourage board members to spend the overwhelming portion of their time . . . at work on the business at hand," Gould told the Senate Labor and Human Resources Committee Oct. 1. The committee has not yet set a date to vote on his nomination.

Unions have long complained that the lengthy NLRB procedures have hindered workers' ability to form unions of their own choosing or gain justice in the workplace.

Gould said his second priority would be informal resolution, which he said could reduce delay in handling cases. He also called for "more effective discovery and settlement efforts by the administrative law judges subsequent to the issuance of a complaint."

Another objective would be to "eliminate or substantially diminish polarization and to make the board into an agency that has the full confidence of both labor and management, the federal judiciary, as well as the general public."

"The board, like arbitrators, must be perceived to be impartial and neutral," he said.

The AFL-CIO hailed President Clinton's choice of the 57-year-old Stanford University law professor as "a welcome sign that the president will return the board to its proper role as an independent agency that administers the federal labor policy in the public interest.



A key objective is to "make the board into an agency that has the full confidence of both labor and management, the federal judiciary, as well as the general public."

— William B. Gould, nominee for NLRB chairman

"Gould's career is singular in its breadth: service at the NLRB, legal representation of both management and labor, the decision of hundreds of labor-management arbitrations and 20 years of labor law teaching and scholarship in this country and abroad. His well-earned reputation is for ability, achievement, fairness and intellectual integrity," the federation said in a June 29 statement.

Gould also drew praise from the committee chairman, Sen. Edward M. Kennedy (D-Mass.), for having "the rare combination of experience, independence, impartiality and balance, which will make him an outstanding member and chair" of the NLRB.

Sen. Howard M. Metzenbaum (D-Ohio), chairman of the Labor subcommittee, said the labor law scholar "is more well-qualified to sit on the NLRB than any nominee in recent memory."

Gould's academic credentials contrast sharply with President Reagan's first nominee for NLRB chairman, John van de Water, who wrote a personnel magazine article on how easily he kept unions out of Los Angeles firms who hired him for that chore.

Reagan's second nominee, management lawyer Donald Dotson, was confirmed despite a Pittsburgh article he wrote on his opposition to collective bargaining because it distorts the free market by preventing wages "from seeking their natural level."

In response to questions about employee involvement committees, Gould said he has long advocated that employers voluntarily establish such relationships with employees on safety and health matters and other workplace issues.

When workers know more about how the business operates, American industry will be made more competitive, he said.

He also endorsed rulemaking, particularly with respect to representation matters. Citing delays relating to what constitutes an appropriate bargaining unit, he said the current system encourages litigation.

Gould answered questions about his recently published book "Agenda for Reform: the Future of Employment Relations and the Law," by saying his role as NLRB chairman would be to interpret existing law and to serve as a neutral fact finder, rather than as a proponent of labor law reform.

Gould also said he has suspended his activities as a member of the administration's 10-member Commission on the Future of Worker-Management Relations, chaired by John T. Dunlop, and will resign upon his confirmation.

President Clinton has nominated Philadelphia attorney Margaret Browning, who formerly worked for AFSCME, to one of two remaining vacancies on the board. The NLRB general counsel post also will become vacant in November when the term of current counsel Jerry Hunter expires.

Clinton will be the first president to have the opportunity to nominate a new majority of three members of the five-person board and a new general counsel all in his first year in office.

INSIDE

VOLUME 38, NUMBER 22
OCTOBER 18, 1993

AFL-CIO NEWS

1 ***Showdown nears on NAFTA vote***

With as little as five weeks before a scheduled vote on the North American Free Trade Agreement, labor's campaign against the flawed pact is shifting into high gear.

2 ***Philadelphia unions gain newspaper pact***

Ten local unions at Philadelphia's two daily newspapers — the Inquirer and the Daily News — reach a tentative settlement following down-to-the-wire negotiations.

3 ***Factory jobs continue decline, BLS reports***

Another 18,000 manufacturing jobs were lost last month with the nation's unemployment rate remaining stuck at 6.7 percent, the Bureau of Labor Statistics reports.

1 ***Labor goes to bat for health plan***

AFL-CIO President Lane Kirkland takes labor's message on reform to Capitol Hill, telling two House panels "the time is now" to restructure the nation's health care system.

2 ***Panel hears accounts of law violations***

At a hearing in East Lansing, Mich., the Dunlop commission on worker-management relations hears reports on how employers thwart workers' efforts to join a union.

4 ***ACTWU wins contract covering 40,000***

Clothing and Textile Workers approve a new contract with the Clothing Manufacturers Association that boosts pay and benefits and promises to build a workplace partnership.

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

10/18/93

AFL-CIO NEWS

VOLUME 38, NUMBER 23 NOVEMBER 1, 1993



Service Employees' Justice for Janitors campaign scores major victories on both coasts. **Page 7.**

Health Security Act historic opportunity

By Colleen M. O'Neill

The wait for the historic comprehensive health care reform legislation came to an end Oct. 27 as President Clinton and First Lady Hillary Rodham Clinton brought their 1,342-page measure to Capitol Hill.

Organized labor was quick to hail the moment.

"President Clinton has joined other great leaders in setting forth sweeping social legislation designed to make a difference in the lives of Americans," said AFL-CIO President Lane Kirkland.

"Never again would the nation's workers have to fear losing their health coverage. Never again would parents wonder whether they could keep their children well. Never again would it come down to a choice between food on the table or medical care.

"It is past time to get the nation moving forward. We will work diligently to help gain passage of the Health Security Act. The time is right for health care for all," Kirkland said.

The Health Security Act stresses security in the form of a comprehensive benefits package that is available to every citizen and that can never be taken away through a job change, unemployment, strike, divorce, etc. Cost containment would be achieved through strict controls on health care costs.

"More and more Americans are facing a future with fewer and fewer benefits at higher and higher costs," Food and Commercial Workers President William H. Wynn said. "We must act now if working families are to have health insurance tomorrow."

John J. Sweeney, president of the Service Employees and chair of the AFL-CIO Health Care Committee, noted that "for nearly 20 years, we've given up wage increases in order to hold onto our health insurance and fought pitched battles to

Continued on Page 6



Dayton AFL-CIO

Several thousand trade unionists rally in Dayton, Ohio, one of many 'No NAFTA' demonstrations around the country sending a message to Congress.

'No NAFTA' drive takes broad aim at House vote

By John R. Oravec

Union members all over the country are working to build a solid majority in the House of Representatives to vote down the North American Free Trade Agreement.

With labor's campaign geared up for a scheduled Nov. 17 showdown vote, members of Congress are under intense lobbying pressure from proponents of the trade deal in an effort to reverse the grassroots momentum against NAFTA. The Senate is slated to vote the following day.

Workers are voicing their concerns at plant gate rallies, petition drives and meetings with their congressional representatives that NAFTA would wipe out their jobs and erode their wages.

Thousands of workers and their allies are reinforcing that message in demonstrations. During the past two weeks, "No NAFTA" events have been conducted in scores of locations, including Topeka, Kan., Worcester, Mass., San Antonio, Atlanta, San Diego, Green Island, N.Y., Minneapolis and Harrisburg, Pa.

The union efforts gained impetus with two developments:

- The Joint Economic Committee of Congress issued a report warning that NAFTA could cause 500,000 U.S. job dislocations in the next few years and drive down American wages. **(See story, Page 5.)**
- Canadian voters repudiated the economic policies of the Conservative Party, which negotiated the NAFTA, giving a landslide victory to the Liberal Party and incoming Prime Minister Jean Chretien, who called for renegotiation of the agreement.

To counter the millions of dollars that the corporate lobbies are spending on the NAFTA blitz, the AFL-CIO Task Force on Trade has stepped up a multimedia campaign of television commercials, billboards, talk show appearances and other outreach action to bolster news coverage of the wide-ranging efforts at the grass roots.

In a series of satellite-transmitted in-

Continued on Page 5

UAW reaches pattern pact with GM Corp.

Ford, Chrysler contracts ratified

By James B. Parks

The UAW completed its Big Three auto bargaining, reaching a tentative agreement with General Motors Corp. on a three-year contract that follows the pattern settlement negotiated with other major U.S. auto makers.

Methodically bargaining without setting a deadline, the UAW stuck to its guns on the Big Three pattern, surprising financial analysts who predicted that GM's financial difficulties would preclude a pattern agreement. But the nation's largest auto maker opted for the competitive advantage in a cooperative agreement.

"These were unusually complex and difficult negotiations," said UAW President Owen Bieber and Vice President Stephen Yokich, who heads the union's GM Department. "We commend the national bargaining committee, the UAW staff and the UAW-GM membership for their skill, their determination and their patience."

Under the agreement, which still must be ratified, about 250,000 UAW members would receive a 3 percent wage increase in the first year, followed by lump-sum bonuses equal to 3 percent in the second and third years, a union spokesman said.

Workers would continue to receive fully paid health care and be paid up to their full take-home pay when laid off, the spokesman said.

The key sticking point in the negotiations was pension benefits. The

Continued on Page 6

Nussbaum: Community loses with strikebreakers

Diamond Walnut mediation sought

By James B. Parks

While Diamond Walnut enjoys "record profits," the surrounding community is losing high-paying jobs, which pushes down wage standards, a top Labor Department official said.

After a fact-finding tour, Karen Nussbaum, director of the Labor Department's Women's Bureau, recommended that the department call both sides in the dispute to Washington in an effort to mediate. She also recommended mediation to initiate a community impact study to assess the consequences of the strike and the use of "permanent replacements" on the community and the region.

The AFL-CIO, through the Strategic Approaches Committee, is providing assistance to the Diamond Walnut strikers. The federation also is involved in a cooperative effort to defeat California's Proposition 174 and to bring about a fair contract at the Frontier Hotel and Casino in Las Vegas.

For two years, more than 500 mostly women and minority members of Teamsters Local 601 have been trying to reach a settlement with the Stockton, Calif.-based Diamond Walnut that would allow them to return to the jobs that many of them held for more than 20 years.

The struggle began eight years ago when workers agreed to a 30 percent wage cut to save the company from bankruptcy. After Diamond returned to profitability three years ago, the company demanded more concessions, including major cutbacks in health care benefits. The workers walked out in September 1991, and were "permanently replaced."

"Our members gave up a lot to make Diamond Walnut a profitable company, and the company rewarded them by pushing them out on the street," said IBT President Ron Carey. "This report confirms what we've been saying all along; these workers have been treated unfairly and deserve to get their jobs back."

"If a Workplace Fairness Act prohibiting permanent striker replacements were in place," Nussbaum's report said, "these workers would be back on the job today."

In addition to the local impact, Nussbaum said the strike "illustrates many of the traits that have been too common in labor-management relations" over the last 12 years — disruption of a long history of amicable bargaining; high performance linked with reduced wages; and the use of "permanent replacements" to displace "a committed long-term work force."

Meanwhile, the IBT won a recertification vote at Diamond Walnut. The union won the Oct. 7-8 balloting by a 310-195 margin, but 635 votes were challenged. The National Labor Relations Board impounded the ballots while it considered several unfair labor practice charges filed by the union.

Recent polls have shown that the cooperative effort to defeat California's Proposition 174 is making headway as voters have begun to understand the impact of the proposed school voucher program. Surveys by The Los Angeles Times and other news media show strong movement of undecided voters toward opposing the proposition in the Nov. 2 election.

If approved, the initiative would drain tax dollars from public schools to support private schools and give proponents an incentive to mount similar moves across the country.

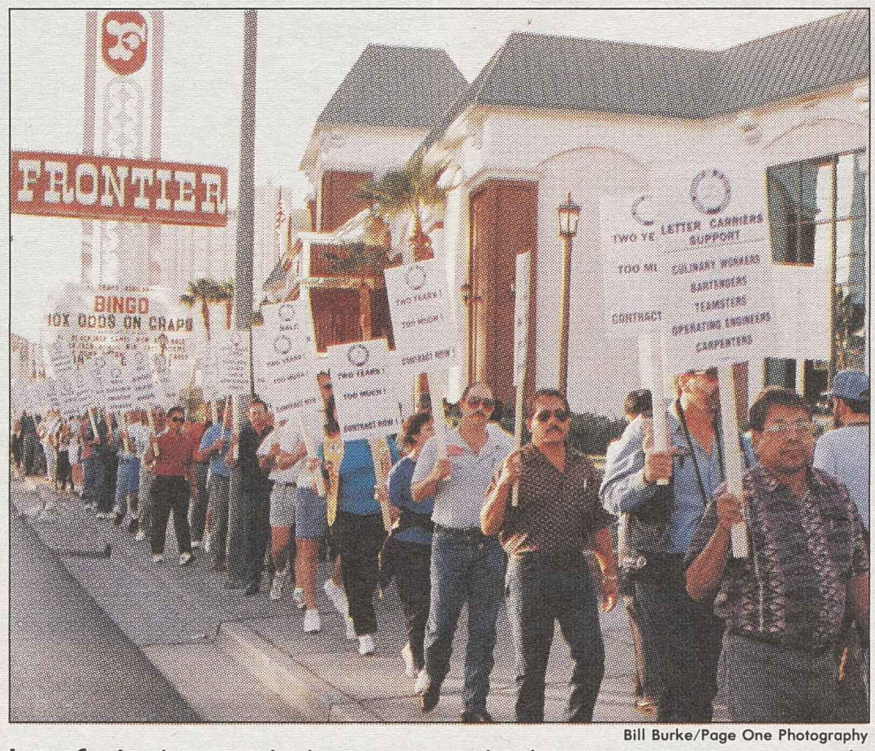
Meanwhile, attorneys for the striking workers at Las Vegas' Frontier Hotel and Casino urged Congress to permit state gaming regulators to take labor law violations into account in making licensing decisions.

Richard G. McCracken, attorney for Culinary Workers Local 226 and Bartenders Local 165, told a House Education and Labor subcommittee that "Frontier is a good example of the inadequacies of existing federal labor law."

"More than three and one-half years after its illegal campaign began, it has not had to restore anything that it illegally took away or pay a dime in back pay," he said. "Complete resolution of pending unfair labor practice charges is still years off."

Some 500 workers struck in 1991 after the company sought drastic health and pension givebacks. The company has repeatedly refused to bargain in good faith since then.

John W. Wilhelm, of the Hotel Employees and Restaurant Employees, told the committee that without changes in the law, employers like the Frontier will continue to "run roughshod over its workers, over their legal rights and over this community."



Bill Burke/Page One Photography

Letter Carriers became the latest union to lend its support to "permanently replaced" Frontier hotel strikers in Las Vegas.

Another picket-line tragedy demonstrates need for S. 55

Once again, the use of "permanent replacements" for striking workers has had tragic consequences.

Robert H. Brown, a striking member of Food and Commercial Workers Local 280, was shot Oct. 11 by one of the scabs working at Plumrose USA Inc. in Elkhart, Ind. Brown, 35, was shot in the back and has been released from the hospital, but still carries the bullet lodged near his ribs, said Robert V. Kanaley of the UFCW.

This shooting, along with the fatal rundown of two strikers at a National Standard plant Sept. 7 in Columbiana, Ala., resulted from management-imposed tensions when loyal workers were replaced for exercising their right to strike.

The Workplace Fairness Act, S. 55 and H.R. 5, which would ban the use of "permanent replacements," was passed by the House of Representatives but has yet to come to a vote in the Senate. Organized labor is working to gain the 60 votes necessary to invoke cloture and break a threatened Republican filibuster.

Naaman Giest, 20, of Edwardsburg, Ind., surrendered to police in the Elkhart shooting. Brown was near the picket line at the bacon packaging plant when he was shot.

The incident began when Brown and several other picketers approached a car that appeared stalled. Kanaley, who was a witness to the shooting, said two men then jumped into the car and started to leave. Brown had turned around and was headed back to the picket line when he was shot by someone in the car.

"I can't say this wasn't expected," said Leon Cuthbert, a member of the union bargaining team. "We've had numerous incidents of scab cars swerving at us or they've flashed guns at us.

"This is just escalating and we don't feel the company is trying to stop the scabs from doing this," Cuthbert said. The union has obtained an injunction against the company, Kanaley said, because scab employees were not discouraged from carrying weapons.

The 140 Plumrose workers struck Sept. 7 after the company refused to negotiate a fair contract. The company, which is owned by West Jutland Group, a Danish cooperative, demanded $7 in wage and benefit cuts and the elimination of all seniority rights except for selection of vacation times. Some 80 to 90 of the strikers have been replaced.

Plumrose also wanted to eliminate the right to bid on jobs and bumping rights and demanded the right to put any employee on any job on any shift without prior notification.

The company also demanded that the union accept its final offer before any future negotiations could take place. "It's plain-out union busting," Kanaley said. "They don't want to negotiate."

The union has set up a special fund to help pay for Brown's medical bills. Because he is on strike, Brown does not have health or hospitalization insurance, Cuthbert said.

Contributions can be sent to Bob Brown Fund, Elcose Federal Credit Union, 1811 South Main St., Elkhart, Ind. 46516.

— James B. Parks

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 23 — MONDAY, NOVEMBER 1, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

Labor backs school-to-work plan

Lifetime of learning has broad support

By Candice Johnson

The AFL-CIO is supporting Clinton administration efforts on education and training to better prepare young workers for a rapidly changing world of work and help older workers "move up the job ladder to higher skills and higher pay."

In resolutions adopted by the 1993 AFL-CIO convention and in testimony before House and Senate committees, the federation has outlined its programs and proposals to meet the needs of working Americans.

The federation has endorsed the "School-to-Work Opportunity Act" — S. 1361 and H.R. 2884 — as a means to boost students' academic achievement while helping them "acquire a strong foundation of skills needed for a lifetime of continuous learning," AFL-CIO chief economist Rudy Oswald told the Senate Labor and Human Resources subcommittee on employment and productivity.

A structured school-to-work program should lead to a high school diploma based on high standards and, as appropriate, a post-secondary credential indicating that a skill level has been achieved, he said.

Oswald noted that the program holds particular promise for vocational education students because it would help "break down the walls which too frequently divide academic from vocational education," and would provide vocational students "with a quality education, rather than the separate but unequal preparation too many receive today."

The bill would establish a national framework to be used in developing the school-to-work opportunities in each state, and would require partnerships among government, business, labor and educational institutions.

Oswald applauded that provision, telling the subcommittee that "it is our experience that training programs are successful where there is full involvement of workers. If government and business are serious about wanting to build a first-class work force, they need American workers on their side."

Tony Sarmiento, AFL-CIO assistant education director, brought that same message to a House Education and Labor subcommittee.

Involving workers

The AFL-CIO supports the bill's effort to combine work-based and classroom learning in order to expand, not limit, future options for students who choose to participate, Sarmiento said.

He also acknowledged guidelines that call for planned training and job experiences geared to result in students mastering higher skills; the use of experienced workers as mentors; and a broad learning effort as key elements in the program.

"Our decades of experience in training workers tells us that for real learning to occur, activities in the workplace must be thoughtfully designed and structured" with the support of more experienced workers, he said. It is also important that the program offer students the chance to learn "broadly transferable skills, rather than narrow skills relevant to a specific employer only," he added.

Labor supports the bill's provisions calling for the payment of students in work-based, on-the-job training programs, Sarmiento said, calling on the committee to give labor a full role in the state development grants process. The bill now requires states to outline how they plan to enlist the participation and support of both labor and business.

Both Oswald and Sarmiento applauded the program's safeguards barring negative impact on current workers and requiring full compliance with occupational safety and health, labor standards and civil rights laws.

The school-to-work initiative has broad, bipartisan support, and the backing of labor and business, the civil rights community and education groups. A joint initiative of the Education and Labor departments, the program is a part of the Clinton administration's work force policy, building on "the successful example of union-sponsored apprenticeship programs" and augmenting them with programs that combine classroom education with real-world work experience, the Labor Department said.

The program is among the initiatives that will "help put us all on the road to better jobs and greater economic security," Labor Secretary Robert B. Reich said.

In resolutions on training, AFL-CIO delegates designated full employment as "a top priority of economic policy" and called for a range of efforts that would make significant contributions to full employment and raise the nation's productivity.

"All workers should have more opportunities for more education, basic skills improvement, training, retraining, upgrading and upward mobility," delegates declared, adding that training allowances and income support should also be made available.

The resolution endorsed school-to-work initiatives, but cautioned that the programs should not operate as "disguised subsidies for employers" and should not result in the displacement of current workers.

Skill standards should be developed in consultation with workers' representatives, with decisions made "by the parties who live with the results" — workers and employers, the resolution stressed.

In a separate resolution, delegates expressed support for the efforts of the Human Resources Development Institute, and called on HRDI to expand technical and operational assistance to unions in developing programs for unemployed, dislocated, disadvantaged and disabled workers.

U.S. Postal Service faulted on violence

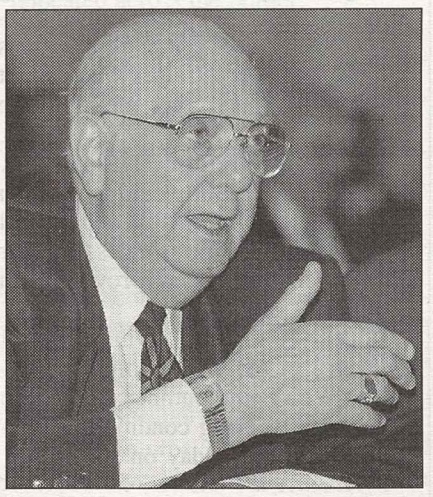
By Sharolyn A. Rosier

Work rules and management attitudes at the U.S. Postal Service combine to create a high-stress work environment that could send some workers over the edge, postal union leaders told a House panel.

Postal Workers President Moe Biller noted that USPS accounts for a disproportionately high number of internecine deaths, involving violent conflict within a group. While 24 of the 750 workplace homicides each year are internecine, USPS has had 31 internecine homicides in the past decade, an average of 3.1 per year, according to the National Institute for Occupational Safety and Health.

The hearings, held Oct. 14 and 19, were sponsored jointly by the House Post Office and Civil Service subcommittees on postal operations and services and census, statistics, and postal personnel in response to the rising tide of violence in USPS offices.

Biller attributed much of the internecine violence in the Postal Service to the USPS's quasi-military management style, but noted that postal workers also are subjected to violence from the public as well as from internal disputes.



APWU President Moe Biller

"When they pick up remittances, exchange cash, and deal with the public, they are at risk to crime," Biller explained. "Additionally, window clerks, motor vehicle drivers, special delivery messengers and employees working in post offices near high crime areas suffer from robbery, assault and other violent attacks."

Besides the traditional paramilitary attitude of USPS managers, another contributing factor to the upsurge in violence has been the increased workload, said Letter Carriers Executive Vice President Francis J. Conner.

USPS reorganization resulted in the loss of 13,000 Letter Carrier jobs and the subsequent consolidation of delivery routes, Conner said, urging that workers be protected from "at-risk" workers and from the criminal element in the public.

Conner pointed to the creation of the National Committee on Violence and Behavior by labor and management that can help design a safer, less stressful work environment.

Mail Handlers President William H. Quinn urged Postmaster General Marvin Runyon to direct the "same intellect and energy toward postal culture" that he has displayed toward downsizing operations.

"There are 40,000 postal facilities, and too many have lax security at the gates or docks," said Quinn. "Beefing up security is important because it also prevents theft of postal equipment."

Capitol Digest

Overcoming the obstructionist Republican minority, the Senate passed the emergency extended unemployment benefits program, sending it on to President Clinton for his signature.

The legislation, backed by the AFL-CIO, would provide either seven or 13 weeks of additional unemployment benefits, depending on a state's jobless level, to workers who exhaust their 26 weeks of state benefits without finding new work. The high current unemployment rates in Alaska, California and Rhode Island would qualify their jobless workers for the 13 weeks.

The minority was able to stall the bill Oct. 27 by preventing by one vote the 60 needed to waive congressional budget rules, which was necessary to approve the unique funding method for the $1.1 billion program.

"Long-term unemployment has increased during 1993 and will remain a continuing problem for the foreseeable future," AFL-CIO Legislative Director Robert M. McGlotten said. "It is estimated that 250,000 workers each month become eligible for this program."

It was the fourth time since the enactment of the extended UI benefits program in 1991 that it has been extended. Benefits now are extended until Feb. 1 after expiring Oct. 1.

Elsewhere on Capitol Hill:

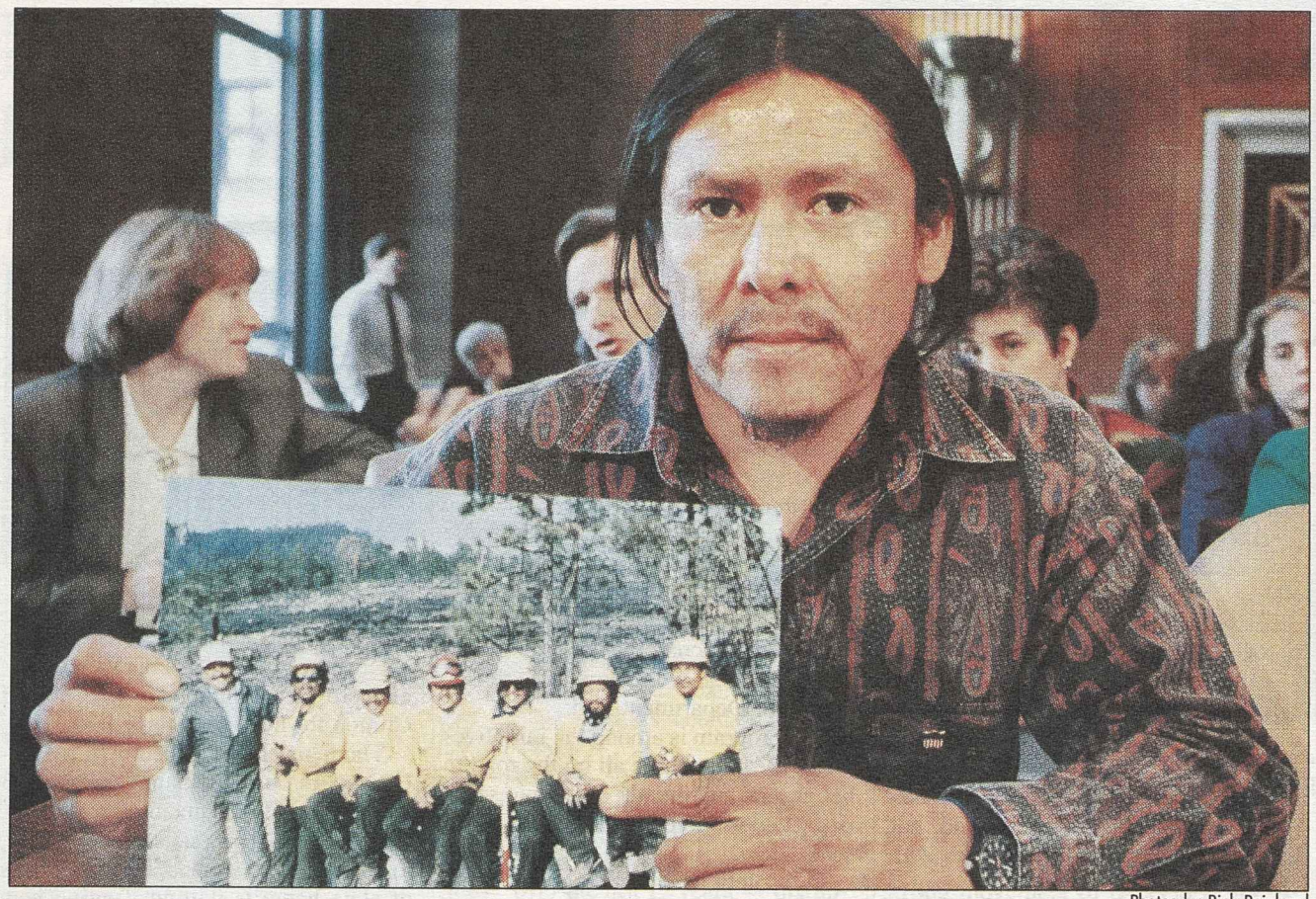
MARITIME — The U.S. maritime industry and American crews on U.S.-flag merchant ships won an important victory in the Senate when an amendment to put severe restrictions on the cargo preference program was killed. The 50-49 vote tabled the amendment to H.R. 2750, the 1994 Transportation Appropriations.

Cargo preference requires the government to use U.S.-flag ships to carry a certain percentage of American military or foreign aid cargo, and it is one of the few programs left to support the U.S. merchant marine, which is counted on to move military supplies in times of emergency. It is competing with highly subsidized fleets of other nations which carry low-paid third and fourth world crews.

NED — The House ended a months-long battle over the National Endowment for Democracy by agreeing to a Senate-approved funding level of $35 million for the democracy-building endowment. The vote for the 1994 State, Commerce and Justice Appropriations bill conference report was 259-172.

The AFL-CIO and its international institutes have worked closely with NED in developing programs to promote the growth around the world of democracy and its indispensible component of free trade unionism.

The House voted in June to cancel funding for NED, but the Senate restored the money when supporters pointed out the vital role that NED is playing in helping develop democratic institutions in Asia, Africa, Latin America and the Caribbean, Eastern Europe and the former Soviet Union.



Photos by Rick Reinhard

Clemente Toledo points out his brother, who died working a "controlled burn" for the U.S. Forest Service.

Workers build case for OSHA reform

By Colleen M. O'Neill

The congressional battle for passage of the Comprehensive Occupational Safety and Health Reform Act was provided fresh ammunition as workers gave legislators some compelling reasons for change.

In testimony before the Senate Labor and Human Resources labor subcommittee Oct. 5, Clemente Toledo told of his brother's death while working a ''controlled burn'' fire with the Forest Service in New Mexico.

''After about three hours, the Forest Service officials returned and told me they had found a body and wanted me to identify it,'' he said. ''Frankie's legs and clothing were gone and his arms were all curled up. I was only able to identify him by his belt buckle and knife.

''I still wake up at night and think about identifying my brother's body and how his family is going to survive,'' he said. ''I don't know of any benefits that the family will receive and Frankie's wife, Brenda, is very distraught. I could never find another brother like Frankie; this did not have to happen.''

Flight Attendant Deanne Clark described how crew and passengers were exposed to vaporized fuel exhaust during pre-boarding and in-flight when the aircraft underwent maintenance for a faulty thrust reverser in violation of OSHA rules.

''Since that horrible flight, I have had migraines, developed a heart murmur, have a damaged endocrine system and vision disturbances,'' she said. ''I have chronic fatigue and an olfactory sensitivity to all chemicals. I have had two convulsions and numbness of my face, arms and legs. I have lost 20 points in my IQ and now have a learning disability, limited short-term memory and cognitive functioning problems.''

She has been unable to work since the incident more than one year ago.

Vidal Rodriguez suffered serious neurological injuries — including brain damage — after Pymm Thermometer Co. ignored OSHA warnings on mercury exposure and required him to work in an unventilated basement crushing broken thermometers to extract mercury.

''I didn't know that mercury was in any way dangerous,'' he said. ''However, I did notice that my hands got black and I requested protective clothing. The only answer was 'whatever you want to wear, you have to buy.' No one in the plant had any protective clothing. No gloves, no masks, no shower.''



Lisa Eilar shows the press that crushed the life out of her brother, who had reported the safety hazard to his supervisor without results.

The Pymm brothers, owners of the company, were found guilty by the New York State Supreme Court of several felonies and misdemeanors because of work practices and worker exposure to mercury, but to date have been able to squirm out of punishment.

Also testifying was Lisa Eilar, sister of a young man crushed to death in a press he knew was malfunctioning. Stephen Eilar had pointed out the safety hazard to his supervisor and repeated his concerns to his family, but his supervisor ordered him to ignore the problem and continue working. He had been employed by the American Bumper Co. just five days when he died.

''Allowing the benefit of a doubt, it is probably safe to assume that the preponderance of employers in the United States have a real concern for their employees' lives and safety,'' Eilar told the panel. ''Nevertheless, there will be those rogues who will seek to defy all authority and proceed recklessly to endanger their workers' safety.

''If OSHA reform is ever to translate into greater protections for working men and women in America, it must incorporate severe criminal sanctions against those perpetrators who cannot be moved by any other means,'' she said.

The pending reform legislation, S. 575 and H.R. 1280, would strengthen enforcement substantially and extend coverage to all workers unless another government agency is providing an equal level of protection.

Donald P. Hale, a civilian federal employee of the U.S. Military Academy at West Point, outlined the archaic and unsafe working conditions he encountered his first day on the job.

Mechanics are told to ''do whatever it takes'' to keep equipment running, he said, and noted the mechanics cannot comply with OSHA regulations because mandated safety equipment and specialized training is unavailable.

OSHA attempted to inspect the academy this spring, but was able to do so only under the tightest of controls, Hale said.

Without reform legislation, he noted, there is no hope of relief from the deplorable conditions.

Inbrief

Enforcement guidance for tuberculosis issued

The Occupational Safety and Health Administration, noting the increased hazards posed by drug-resistant strains of tuberculosis, issued enforcement guidance Oct. 20 to protect workers from exposures to the bacteria.

The agency Oct. 8 had turned down a petition for an emergency temporary TB standard from the Government Employees, AFSCME, AFT, Service Employees and 1199, National Health and Human Services Employees.

The mandatory guidelines cover the application of OSHA standards for TB inspections as well as OSHA's general duty clause, which states the employer's obligation to provide a safe and healthful workplace. The guidelines primarily are based on those issued by the Centers for Disease Control and Prevention in 1990.

Those who work in health care settings, correctional institutions, homeless shelters, long-term care facilities for the elderly and drug treatment centers have been identified to be at higher risk for TB exposure.

Since 1985, the incidence of TB in the general U.S. population has increased 18 percent, reversing a 30-year downward trend. More than 25,000 cases were reported in the United States in 1990.

Action urged against workplace violence

The AFL-CIO Food and Allied Service Trades Department has called on the Occupational Safety and Health Administration to study the increasing instances of workplace violence and determine whether regulations are needed to address the problem.

OSHA should convene a working group of labor, government, public health and business representatives, FAST President Robert Harbrant told Acting OSHA Administrator David C. Zeigler in an Oct. 18 letter. That group should develop guidelines so employers could map out ''comprehensive plans to stem the tide of workplace violence and reduce levels of risk,'' the letter said.

Among the issues to be considered are protective controls, workplace design and layout, security systems, worker and supervisor training, the establishment of joint labor-management committees to deal with workplace violence and cash control protocols.

''People are sick of listening to the stories on the nightly news depicting gruesome murders and random violence,'' Harbrant said. ''The workplace should not be another place to fear.''

Toxic standards merged with shipyard rules

Standards governing exposure to toxic substances for shipyard employees have been incorporated into the standards for shipyard employment by the Occupational Safety and Health Administration.

The substance standards also had been part of general industry standards but applied to shipyard employment. The incorporation was urged by the Shipyard Employment Standards Advisory Committee.



Elizabeth Wilson/Georgia AFL-CIO



Dexter Arnold/Union Labor News

Environmental activists and farmers join trade unionists at demonstrations in Atlanta, left, and Madison, Wis., to urge Congress to "Dump NAFTA."

'No NAFTA' campaign moves on many fronts

Continued from Page 1

terviews with television newscasters in several major cities, AFL-CIO Secretary-Treasurer Thomas R. Donahue spelled out the reasons for labor's opposition to the flawed trade deal.

He pointed out that NAFTA, as negotiated by the Bush administration, threatens to dislocate a half-million U.S. workers and undercut wages without benefiting workers in Mexico or Canada.

Donahue pointed out that costs of NAFTA could run anywhere from $13 billion to $30 billion with the heavy loss of the jobs and wages, as well as lost tariffs and the hefty tab for cleaning up the environment along the border that has been polluted by U.S.-owned maquiladora plants.

Also unanswered is the question of the projected cost of unemployment compensation and retraining programs, which the Clinton administration has whittled down to $90 million from earlier estimates of some $350 million, Donahue noted.

Workers in all of North America will be adversely affected, he said. "If the Canadians don't want it, why should we?"

The prospect of a Canadian withdrawal from the pact left pro-NAFTA legislative strategists scrambling. Proponents of the trade deal admit they still do not have the votes needed in the House.

Rep. Sander Levin (D-Mich.) said the outcome of Canada's election agreement reinforces the position of U.S. lawmakers that NAFTA should be withdrawn.

"The people of Canada sent a clear and powerful message," said Majority Whip David Bonior, who is leading the fight against NAFTA in the House. "This NAFTA won't work. It's fatally flawed and it's time to go back to the drawing board."

According to news reports from Bonior and others, some 200 members of the House have voiced opposition to the trade agreement. Some 60 members are still in the "undecided" column. At least 218 votes are needed to reject the legislation that would implement the trade deal.

The Bureau of National Affairs reported that only 60 of the 258 Democrats in the House have committed to support the trade deal. Three weeks before the House vote, proponents were counting on 93 Republicans as solidly behind the measure and 35 to 40 others as leaning in favor.

But some Republicans have backed down after the administration strategists had proposed to impose trade-related transportation taxes on rail and airline passengers to make up for the loss of nearly $3 billion in tariff revenues.

With the approach of the Nov. 17 vote, the presidents of several AFL-CIO state federations have been meeting with House members to gain the needed majority to reject the enabling legislation.

In trying to pressure Congress, the White House staged an exposition of U.S.-made products that supposedly would be exported to Mexico with the passage of NAFTA.

The Citizens Trade Campaign, a coalition of union, farm, consumer and environmental groups opposed to NAFTA, put on a counter exhibition in the lobby of the AFL-CIO headquarters.

On display were examples of runaway products that already are being produced in Mexico or would be moved if NAFTA is approved, the coalition noted. On hand were workers who lost jobs when their companies closed their U.S. plants and relocated across the border.

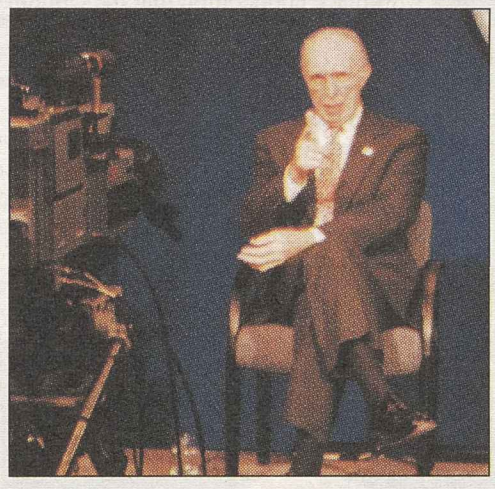
"The big companies see big profits in NAFTA, but for the American taxpayer it's a losing proposition," said Jim Jontz, director of the Citizens Trade Campaign.

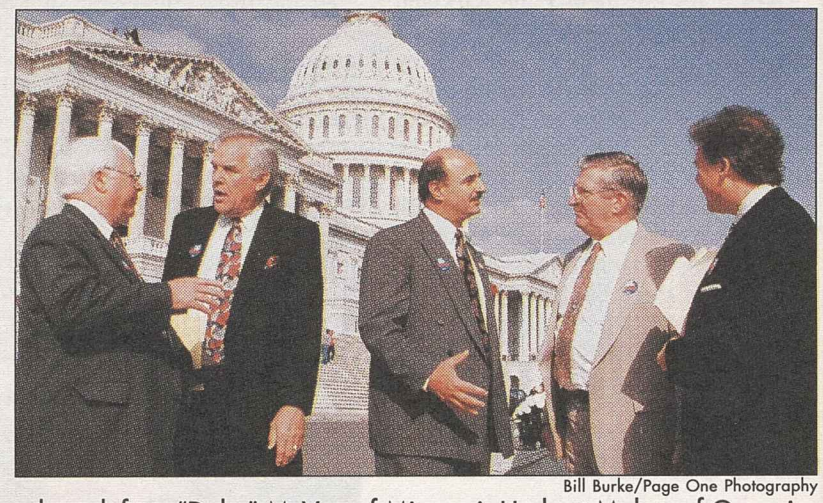
Thea Lee, an economist with the Economic Policy Institute, said the real costs of the trade agreement are hidden. "Sooner or later, we're all going to pay for this deal."

The Labor Council for Latin American Advancement announced it would be working hard to defeat the agreement because "it threatens to hit minority workers especially hard."

In Matamoros, Maria "Chayito" del Rosario Garcia was in her second month of a fast for justice outside a maquiladora plant where she had worked for 20 years. Chayito's youngest daughter suffers from birth defects traced to toxic chemicals in the plant.

Jamie Martinez of Electronic Workers District 11 said the Kemet de Mexico plant management has refused to discuss Chayito's legal rights for fair compensation or acknowledge that the baby's maladies had been caused by faulty workplace protections.





Bill Burke/Page One Photography

As AFL-CIO Secretary-Treasurer Thomas R. Donahue, left, participates in a satellite media tour opposing NAFTA, state federation officials were scouring House and Senate offices on Capitol Hill for votes. They are, from left: Daniel "Duke" McVey of Missouri, Herbert Mabry of Georgia, William George of Pennsylvania, Joseph Faherty of Massachusetts and Dennis Hughes, representing Edward Cleary of New York.

NAFTA would hit wages, hurt workers, JEC warns

Pointing out the distortions in some studies of the economic impact of NAFTA, a staff report for the Joint Economic Committee of Congress concluded that the trade agreement could cause extensive U.S. job dislocations and depress wages of American workers.

"Even if the United States turned out to be a marginal winner in net jobs, that does not mean that NAFTA could not have substantial negative impacts for a large number of Americans," the JEC report said.

"In fact, NAFTA could result in gross job dislocations of 500,000 or more and downward pressure on U.S. wages, especially for non-professional workers."

In releasing the report, JEC Chairman Rep. David R. Obey (D-Wis.) disputed claims about the number of studies supporting the pro-NAFTA position.

He pointed to a recent statement by Clinton advisers "claiming that 19 of 20 comprehensive studies indicated that NAFTA would produce positive economic results for the U.S. But the math in that conclusion is seriously flawed, including double counting some studies and excluding others. Just because one bird chirps four times doesn't mean there are four birds."

The JEC report, titled "Potential Economic Impacts of the North American Free Trade Agreement: An Assessment of the Debate," examines 16 frequently cited studies on the trade agreement.

In its conclusion, the report said that "although most of these claim positive results from NAFTA, there are in fact several plausible economic analyses that clearly imply negative effects, particularly in the area of gross job dislocation and wage declines for U.S. workers."

"Higher levels of dislocation will mean much more disruption and 'churning' in the labor market at a time of slow job and wage growth," the report said.

"Some estimates of NAFTA's downward wage impact predict a loss of $348 in average full-time compensation for a manufacturing worker. As real average compensation has only grown 7.5 percent since 1973, this downward pressure could wipe out over 14 percent of those gains."

The report concludes that the debate should focus on broader economic issues tied to NAFTA, particularly addressing the economic consequences stemming from the diverse labor conditions and standards in Mexico and the United States. The debate also should consider an effective plan to help workers adversely affected by the trade deal.

"If we're talking about larger numbers of dislocated workers — somewhere in the neighborhood of half a million Americans losing their jobs — then both the cost of displacement programs and our ability to help displaced workers has to be given much more serious consideration," Obey said.

— John R. Oravec

Preserve Railway Labor Act, Dunlop panel urged

Workers in the railroad and airline industries have a labor law that's not perfect, but it leaves them better off than workers covered by other labor laws, the AFL-CIO told the Commission on the Future of Worker-Management Relations.

"Air and rail transportation labor relations should continue to be governed and the commission should not recommend legislative changes to the Railway Labor Act (RLA) at this time," said Walter Shea, president of the federation's Transporation Trades Department. "Shortcomings come from inadequacies in its administration, not in its statutory design."

The 10-member commission is chaired by former Secretary of Labor John Dunlop and is charged with reporting to the Clinton administration next year. The Oct. 20 meeting was the commission's first hearing on the RLA.

AFL-CIO President Lane Kirkland will testify Nov. 8 at the commission's next meeting. He will be followed by Jerry Jasinowski of the National Association of Manufacturers. That hearing should bring into sharp focus the commission's look at employer misuse of the National Labor Relations Act (NLRA) to thwart employees' desire to form or join a union.

Panels of three commissioners who conducted field hearings in Louisville, Ky., and East Lansing, Mich., got a close-up look at that distortion of the law's intent.

Witnesses from bargaining sessions and representation elections in both areas told how employers, who aren't supposed to be involved in the employee decision on a union, use illegal discharges, supervisor threats and a variety of other methods to maintain a "union-free environment." That testimony came from workers who tried to exercise NLRA rights on the job.

Field hearings also will be held Dec. 9 in San Jose, Calif., and in early 1994 in Atlanta and Boston. The Boston session brings the commission members together with the Industrial Relations Research Association, the only national group that brings academic specialists together with labor and government experts.

At the full commission hearing in Washington on the RLA, Shea was followed by testimony from a union airline panel comprised of Airline Pilots President J. Randolph Babbitt, Machinists Vice President John Peterpaul, Teamsters Airline Division Director Marvin Griswold and David Borer of the Flight Attendants.

Similarly, a panel from railroad labor consisted of James Brunkenhoefer of the United Transportation Union, Donald Buchanan of the Sheet Metal Workers, Mark Filipovic of the Machinists, Ronald P. McLaughlin of the Locomotive Engineers and Joel Parker of the Transporation Communications Union.

Management had a similar panel lineup and a statement was submitted by Patrick J. Cleary of the National Mediation Board, the government's RLA administrative agency.

Agreement on RLA

Labor, management and government all agreed the commission should not recommend amendments to the RLA at this time.

Shea drew some telling contrasts between the NLRA and the railway-airline law. Employees and management drew up the RLA themselves, at the call of President Coolidge in 1926, Shea said. Thus its roots are more in the kind of workplace cooperation that the Clinton administration sought in naming the Dunlop Commission and less in the management quest for the union-free environment in which the NLRA was born and still struggles with today.

Also, Shea noted, the RLA has never been amended in the harsh, controversial atmosphere with which the one-sided Taft-Hartley and Landrum-Griffin amendments were imposed on the original 1935 Wagner Act.

Taft-Hartley in 1947 began the tilt of the NLRA away from worker involvement by eliminating weapons other unions could use to assist striking brothers and sisters. Landrum-Griffin is a reporting and disclosure law that imposes on unions some requirements many public officials don't face.

"This does not mean every problem has been resolved easily," Shea said of rail and airline bargaining. But "it has been our experience that except where corporate leadership rejects the very spirit and foundation of collective bargaining — as with the Lorenzo- and Icahn-led airlines and the Mellon-led railroads — the RLA continues to provide the means for accomplishing its stated purpose."

And that purpose is not well served by congressional intervention, Shea noted. He also answered a specific question from the Dunlop commission about compulsory arbitration with a resounding no, citing congressional actions in the past.

Shea said any such compulsory scheme "impedes mature and productive bargaining relationships" that account for RLA's success, including being able since deregulation to adjust to employee ownership and slots for employees on management boards of directors.

'Complex plan' faces hurdles in Congress

Continued from Page 1

preserve our benefits, only to see them disappear if we switched jobs or a family member became chronically ill."

"Now, in the Clinton bill, we have a chance for genuine national health care reform. It meets every test: universal coverage, affordability, guaranteed quality, equitable financing," he said.

AFT President Albert Shanker, announcing the endorsement of the Clinton plan by the union's executive council, said the Health Security Act "can solve the problems afflicting our health care system while protecting the quality and choice that are the hallmarks of American medicine at its best."

The legislation reflects five weeks' work since the president addressed the nation on health care reform Sept. 22. Chief among the changes were those dealing with financing and regulation of the proposed system:

- An individual's or family's contribution toward the cost of the health plan premium would be capped at 3.9 percent of income.
- Every health plan would have to offer a point-of-service option, meaning patients may seek care from health providers not in the plan.
- The contribution of part-time workers toward the health plan premium would be limited to 20 percent of earned income.
- Subsidies would be available to employers with up to 75 workers instead of 50 or fewer workers.
- Training assistance would be available for health care workers, especially those displaced by cost-containment measures.
- The National Health Board would be more like a board of directors rather than the originally proposed independent agency.

The arrival of legislation on Capitol Hill marks a new phase in the AFL-CIO campaign for health care reform, as labor marshals its forces behind the act.

The AFL-CIO Employee Benefits Department has been working with union groups to aid in the explanation of the plan — work made particularly urgent by the misinformation being peddled by some of the same forces who have opposed health care reform during the many decades unions have fought for reform.

"This is a complex piece of legislation, let's make no mistake about that," said AFL-CIO Employee Benefits Director Gerald M. Shea. "But that's not surprising, given the complexity of the current health care system. There are no easy answers.

"What we find is that the more people know about the plan, the more comfortable they are with it, and the easier they find to support it."

The AFL-CIO Health Care Task Force is continuing to work with Legislative Action Committees and other union activists at the state and local level to bring together coalitions to fight for reform in congressional districts and states.

"There still are aspects of the bill we would like to see amended," Shea pointed out. "We've long said we won't buy a pig in a poke — and the congressional process can be tricky. We'll be keeping a close eye on the proceedings."

Several union leaders and representatives followed up on the legislation's arrival by testifying before the House Ways and Means health subcommittee Oct. 28 in support of the president's proposal.

AFSCME President Gerald W. McEntee gave the panel the perspective of workers in the health care field.

"Working in hospitals, clinics and welfare and budget offices, our members see the results of America's failed health insurance system every single day," McEntee said. "No matter how hard they — and their mayors and governors — try to give people the care they need, the costs won't stop piling up.

"States and cities, hospitals and doctors, businesses large and small, just can't solve the problem by themselves," he said. "It's time for Congress to do its part and pass comprehensive health care reform."

Also testifying were Sweeney, William Hoffman of the UAW, James Ray of the Building and Construction Trades, Candace Owley of AFT and Robert Chase of the National Education Association.



Bill Burke/Page One Photography

AFL-CIO Vice President John J. Sweeney of the Service Employees testifies before the House Ways and Means health subcommittee, along with Employee Benefits Director Gerald Shea.

UAW finishes Big Three talks with GM pact

Continued from Page 1

agreements with Ford Motor Co. and Chrysler Corp. called for increases in pension payments for workers who retire after 30 years.

Details on how the contract handles GM's plans to downsize are being presented to the membership before the ratification vote.

The ratification process began Oct. 28 when the union's General Motors Council met to review the contract. The vote by the rank-and-file members could take up to a month, the union said.

Negotiators worked through strike deadlines in the Ford and Chrysler talks, but there was no deadline set at GM. The contracts expired Sept. 14, but the union extended them during talks with GM as it had done with the strike deadlines at Ford and Chrysler.

The Oct. 24 GM agreement follows the ratification of the Ford and Chrysler pacts and the completion of talks between the Canadian Auto Workers and the Canadian subsidiaries of the Big Three. The Chrysler agreement, follows the Ford economic package and creates 900 new jobs.

The CAW members on Oct. 17 voted 90 percent in favor of a three-year contract with Ford, the last pact to be ratified.

The contracts with the auto makers include increases in wages, pensions and time off, and should create about 4,000 new jobs over the next three years, said CAW President Buzz Hargrove.

This was the first time in at least 30 years the CAW had reached agreement with the Big Three in Canada without a work stoppage, Hargrove said.

The CAW contract with Ford also requires that Ford workers take all their allotted holidays, a provision that the union said is needed to cut down on overtime and to create jobs.

The CAW represents 11,000 workers at Ford and some 49,000 at all of the Big Three plants in Canada.

Janitors sweep coasts in major contract wins

By Sharolyn A. Rosier

The Service Employees' Justice for Janitors recorded campaign breakthroughs coast to coast, gaining first contracts after stepping up its unconventional activities.

Using a combination of street-smart organizing and corporate pressure tactics, the union avoided the delays and legal dodges available to employers through the National Labor Relations Board. The contracts gained in Los Angeles and Washington came after successes in St. Louis and Denver.

Some 400 janitors in Los Angeles won a contract with Advance Building Maintenance (ABM) after more than a year of public battles. And Washington has become the first major city to "go union" for downtown office building janitors since before World War II, according to SEIU Local 82 Executive Director Jay Hessey.

Los Angeles janitors are represented by SEIU Local 399. ABM, which cleans the corporate offices of Toyota Motor Sales and Hughes Aircraft, agreed to terms Oct. 1 after appeals from labor, religious leaders and the general public for fairness for the janitors led to two weeks of negotiation.

The contract includes health insurance and immediate wage increases of $1 for janitors at Toyota and a 50 cents for janitors at Hughes Aircraft.

"We're delighted that ABM finally agreed to the basic human justice in our Los Angeles master agreement and to union representation for 400 janitors it employs to clean more than 40 office buildings in Santa Monica, Westwood, Pasadena and West Bay," said SEIU Local 399 Organizer Jono Shafer, at an Oct. 28 press conference.

The road to a contract was literally long for four ABM janitors who traveled across the country around Labor Day. Their bus journey began in Los Angeles and continued through San Jose, Calif., Reno, Nev., Salt Lake City, Denver, Milwaukee, Chicago, Detroit and culminated in Washington.

The tour activities focused on ABM, Toyoto Motor Sales and Hughes Aircraft and Mattel, which formerly used ABM. At every stop the workers told union members and the public of their struggle.

Mattel dropped ABM after 14 years of service as its janitorial contractor, stating it did not want a union contractor. The union is mounting a campaign to draw attention to Mattel's attitude toward its workers.

In letters to Mattel CEO John Amerman, union members and their supporters state, "With Christmas right around the corner, I am prepared to pass on Barbie, in addition to any other Mattel made toys like Disney and Hot Wheels."

SEIU Local 82 in Washington increased its membership from 900 to more than 2,000 area cleaning service workers when 13 janitorial firms signed separate but parallel contracts.

The firms that have signed onto the agreement include International Service Systems, Inc., Pritchard Industries and Unicco Services.

The union released stinging reports about the real estate moguls' success in avoiding commercial property taxes through appeals. Working with community allies, Local 82 got on the ballot with an initiative to reform and "sunshine" the city's commercial property tax appeals system.

Such major real estate owners as Mortimer Zuckerman, Charles E. Smith, the Oliver T. Carr Company, LaSalle Partners and JMB Properties now require cleaning contractors to employ union janitors in their buildings.

"We organize office building owners and managers right along with the cleaning contractors and the worker," Hessey explained. "It's like a giant 'buy union' campaign."

The three-year contract provides that a signatory employer will extend the contract terms to workers at its previously non- union buildings once the union has a majority of authorization cards, said Hessey.

Phasing in improvements over a two-year period "eliminates the economic rationale for employers to avoid unionization by providing a gradual increase in labor costs," said Hessey.



Cindy Reymer/SEIU

Demonstrators for SEIU's Justice for Janitors campaign block a Washington, D.C., street during lunch hour Oct. 21 to demand a first contract with U.S. Service Industries. They won the contract a few days later.

Ninety percent of janitors cleaning commercial buildings in Washington work part-time. The contract sets the first-year base rate for part-time workers at $5.70 per hour, retroactive to Aug. 1. This is a 20-cent increase from the previous base and 95 cents higher than the city's minimum wage law.

The part-time rate goes up in steps to $6.20 in October 1996. Full-time janitors get $6.20 retroactive to Aug. 1, with steps taking the rate to $6.70 an hour in October 1996.

The St. Louis campaign involved five months of imaginative use of billboards and led to a contract for more than 2,400 janitors. SEIU Local 50 President William Stodghill said the campaign won the support of Mayor Freeman Bosley, Rep. William Clay (D-Mo.), City Comptroller Virvus Jones and a wide range of religious and community organizations.

The janitors won a 65-cent-per-hour wage increase over the three-year term of the contract with the Contract Cleaners Association, which represents five large cleaning contractors in downtown St. Louis. The first association offer was for a nickel-an-hour increase.

The contract includes a dignity clause that guarantees janitors will be treated with "dignity, courtesy and respect" and supervisors who fail to comply will be disciplined.

In Denver, members of SEIU Local 105 ratified a contract with the Mountain States Employers Council Sept. 12 with approval by 90 percent of the members. The 1,200 janitors work in more than 50 buildings and had been working without a contract for six months.

The three-year contract includes wage increases and a new non- discrimination provision that will protect workers with physical and mental disabilities.

In the past six years, the SEIU Justice for Janitors campaign has brought union representation to more than 35,000 janitors in 20 cities.

Flight Attendants take Alaska Air fight to courtroom

By James B. Parks

The Flight Attendants shifted their campaign against Alaska Air into the courtroom as they sought a preliminary injunction to stop the carrier from continuing to illegally replace workers.

The suit, filed in U.S. District Court in Seattle, seeks reinstatement for 21 AFA members who were not allowed to return to work after engaging in selective strikes as part of the union's campaign called CHAOS — create havoc around our system.

Seventeen attendants were suspended after participating in a Sept. 11 walkout. The company did not replace them, but has not allowed them to return to work, either. That is effectively the same as illegally firing them, the suit claims.

Four attendants who walked out were illegally "permanently replaced" after they reported to work and therefore were no longer on strike, the suit said.

The union has temporarily halted the CHAOS campaign until the judge rules on the suit, said Mary Jo Manzanares, vice president of AFA's Seattle Council.

Some 1,500 AFA members have been trying for more than three years to gain a contract with Alaska Air. The CHAOS campaign began in June.

The union also has filed suit in the same court claiming the company failed to bargain in good faith. That case will be heard in May 1994, Manzanares said.

The suits come after U.S. District Judge Barbara Rothstein refused to grant a temporary restraining order against the company. She ruled that no irreparable harm had been done yet to the attendants.

Meanwhile, negotiations continued on the offer by the Machinists and Air Line Pilots to purchase United Airlines with some $3 billion in deferred wages and benefits.

The negotiators face a Nov. 13 deadline to complete a deal. UAL officials have said they plan to sell the carrier's flight kitchens on that date, putting some 5,200 IAM members out of work.

The AFA dropped out of the talks after United opened a flight attendant base in Taiwan, exporting hundreds of jobs. The company also announced it planned to open new bases in Hong Kong, Korea and/or the Philippines.

"The coalition offer was the vision of the 1990s, but this is typical management of the 1970s," said Kevin Lum, president of AFA's United Master Executive Council. UAL's top managers apparently cannot "rise above their natural inclination to treat employees as adversaries," he said.

During three months of negotiations, the union coalition had offered to reduce wages and benefits by more than $3 billion over five years and give United the option of creating an "airline within an airline" which would provide low-fare, no frills service at a lower price.

In other airline news:

● Pilots at America West Airlines voted for representation by the ALPA in an election completed on Oct. 21. Some 73 percent of the 1,095 eligible pilots voted for the ALPA. The pilots are the first group of America West workers to choose to join a union. The pilots and mechanics both had previously rejected union representation.

● Flight Attendants at Tower Air overwhelmingly ratified their first collective bargaining contract after three years of negotiations with the New York-based carrier. Under the agreement, the AFA members will receive wage and vacation increases along with an improved sick leave policy. The agreement also provides for single rooms on layovers.

80,000 grocery workers covered in 3-year pact

By Sharolyn A. Rosier

More than 80,000 Food and Commercial Workers in Southern California ratified a new master agreement that includes an employer-funded $20 million housing and education fund for grants to workers wanting to continue their education or to buy their first home.

The three-year settlement was ratified Oct. 15 by more than 80 percent of the members of 10 UFCW locals involved in the negotiations with the Food Employers Council, said UFCW Local 324 Field Director Mort Baum. The workers are employed by Food 4 Less Supermarkets, Hughes Family Markets, Stater Brothers Markets, Albertsons, Ralphs Grocery Co., Lucky Stores and Vons Co.

There are separate but parallel contracts for grocery clerks and for meat and deli department workers. But all workers will receive a combination of lump-sum payments and wage increases, substantial pension increases and health and welfare improvements.

"Considering the slump that the California economy is in and the competitition that unionized chains are facing, this was a very equitable agreement and one that members showed they supported," said Baum.

The lump sum payments are $1,000 for full-time workers and $500 for part-time workers. Wage increases include 45 cents per hour in both the second and third years for top scale clerks and journeyman meatcutters.

Under the previous agreement, top-scale clerks earned $14.70 per hour while meatcutters made $15.98 per hour. Courtesy clerks, who had been making $5.70 per hour, will get annual increases of 30 cents per hour, beginning Oct. 4, and 25 cents per hour in 1994 and 1995.

The pension benefit formula also was increased, calculated at $48 per month for the first 10 years of service and $64 per month for all years thereafter. The maximum benefit for a person retiring at age 60 with 30 years of service would be $1,760 per month.

In addition, a new early retirement option will allow employees at age 55 with 30 years of service to retire with full benefits.

These increased benefits can be paid without an increase in the employers' contribution because of substantial excess reserves in the pension fund, the union said.

But the employers will increase their contribution to the separate defined contribution pension plan that was negotiated three years ago. The employers' contribution increased to 20 cents per hour from 10 cents per hour for this supplemental pension.

The contract also adds a maintenance-of-benefits provision, requiring the employers to maintain the current level of health and welfare benefits.

Other benefit improvements include increases in lifetime major medical coverage from $1 million to $1.5 million; in coverage for hearing aids from $800 to $1,000; in lifetime orthodontic coverage from $2,000 to $2,200; and in death benefit for employees with 10 years of service from $20,000 to $30,000.

Workers also will be afforded leaves of absences of not less than 30 days or more than six months for union business. Baum said it is hoped this would encourage employees to take time off to work as volunteer organizers.

The FEC agreement traditionally sets the pattern for the "me-too" contract negotiated by the union with a number of smaller grocery operators employing several thousand additional workers in Southern California.

NLRB orders Be-Lo Stores to negotiate with UFCW

Norfolk, Va.

Finding "numerous and persistent" unfair labor practices by Be-Lo Stores, a National Labor Relations Board administrative judge ordered the company to recognize and bargain with the Food and Commercial Workers.

Judge Martin J. Linsky agreed with the union's complaint about the Be-Lo campaign and found the illegal discharge and other intimidation were too grievous for a re-run of the election. "The interest of justice cries out for the issuance of a bargaining order," the judge said.

The illegal actions were taken both before and after the March 1991 election for 756 Be-Lo grocery workers, who voted 377-220 for no representation after the company terror campaign. The union had 403 authorization cards, or a majority of 53 percent before the company launched its illegal activities.

In a letter sent to employees shortly before the election the company alleged that UFCW representation at other area food chains had resulted in closure. This was accompanied by a pink slip, purportedly on the letterhead of closed food chains.

"Dear Unionized Employees," the pink slip read, "I regret to inform you that because we have lost our ability to compete in this extremely competitive market, we shall be forced to put you out of work."

"It is clear to me," Linsky stated, "that the thrust of Be-Lo's message was to equate unionization of food stores in the Tidewater area with the subsequent closure of those stores and to raise an inference in the minds of its employees that if they selected the union as their collective bargaining representative they would see their store close and they would find themselves no longer working for Be-Lo."

Linsky also found that various materials and speeches used by Be-Lo in communicating with its employees were legitimate and did not constitute threat of reprisal for a union yes vote. But individual supervisors, operating in the atmosphere created by the company, went way beyond the company's communications.

SEIU lawsuit seeks increase in state's minimum wage

Madison, Wis.

Citing a provision in state law requiring a "living wage," Service Employees Local 150 filed a suit against Wisconsin's Department of Industry, Labor and Human Relations to raise the state's $4.25 minimum wage to between $5.69 and $6.50.

The suit is believed to be the first of its kind and may have implications in other states with similar minimum wage statutes, including California, Colorado, Illinois, New Jersey and New York.

The suit, filed in late September in Dane County Superior Court, states that the current minimum wage does not comply with the state's 1913 Living Wage Law, which declares that the minimum wage must "enable the employee receiving it to maintain himself or herself under conditions consistent with his or her welfare."

Welfare is defined as including "reasonable comfort, reasonable physical well-being, decency and moral well-being."

The current minimum wage levels are $4.25 an hour for adult, non-probationary employees, and $3.90 an hour for minor, non-probationary workers. These levels are too low, concludes Susan B. Mayer, an assistant professor in public policy studies at the University of Chicago, in a study conducted for the union.

In "What is a Living Wage? Setting the Minimum Wage in Wisconsin," Mayer said that ". . . because it is not tied to the cost of living, the minimum wage provides living conditions that are farther and farther from this standard each year it is not increased."

The Department's Minimum Wage Advisory Task Force in 1992 discarded the criteria set forth in the 1913 statute, which is based on shifts in the Consumer Price Index, and instead tied the state rate to the federal minimum wage.

The lawsuit alleges that the task force "did not determine" that the wage rate it recommended complied with the statutory standard and asks the court to issue an order requiring the department to meet those statutory criteria, and thus to increase the rate by no less than $5.50 an hour within six months.

The union also plans to petition agencies in other states to re-evaluate their minimum wage level.

Inbrief

Grain Millers approve new Kellogg contract

The Grain Millers and Kellogg Co. reached a new three-year master agreement covering 4,500 employees at five locations around the country.

The contract calls for annual wage increases with an uncapped cost-of-living provision, employee stock ownership and increased pension and health care benefits.

"This is one of the best contracts we have had in 10 to 12 years," said AFGM Secretary-Treasurer Howard W. Roe. "Our members are satisfied. They approved the contract by 94 percent."

The workers will receive a 26-cent hourly wage increase effective Oct. 3, a 1.5 percent increase next October and a 1 percent raise in 1995.

Shift differentials were increased from a quarter to 27 cents per hour for second shift work and two cents, from 32 to 34 cents, for the third shift. Workers also will receive 41 shares of Kellogg stock, now worth $2,000.

The company established an optional comprehensive managed care plan in which employees won't pay premium payments or co-payments. Pensions will be increased by $5 for past service and future service credit.

There is a guarantee of no permanent layoffs for the term of the contract, which runs until Sept. 29, 1996.

Nebraska convention raises per capita

Delegates approved a 5-cent per capita increase and re-elected top officers at the recent 30th biennial convention of the Nebraska State AFL-CIO.

The nearly 200 delegates returned President Gordon L. McDonald and Secretary-Treasurer Ken E. Mass to office for another four-year term.

The convention also created a Labor Leaders Hall of Fame and inaugurated it with the induction of 12 people — John Henry, Food and Commercial Workers; E.F. Noble, Teamsters; Nels Petersen, UFCW; Elza Tabor, Service Employees; Robert Wallen, Rubber Workers; and posthumously, William Brennan, Elevator Constructors; Edward Danner, UFCW; Robert Danze, Asbestos Workers; L.K. Emry, Machinists; Ralph Lee, UFCW; Frank K. Painter, Ironworkers; and Reginald Powers, Graphic Communicators.

Speakers included Gov. Ben Nelson, Lt. Gov. Maxine Moul, AFL-CIO Region XII Director Ray Francis and Region XII Cope Director Randy Kiser.

N. Dakota focuses on organizing, COPE

Fargo, N.D.

Organizing and political involvement were at the top of the agenda for the North Dakota AFL-CIO's convention.

The 120 delegates participated in seminars on health care, organizing and COPE activities during the three-day convention in late September.

Resolutions included an expression of opposition to the North American Free Trade Agreement.

Re-elected to one-year terms were President David L. Kemnitz, Secretary-Treasurer Myron Yantzer, 1st Vice President John Gefroh and Regional Vice Presidents David Gienger, Warren Jonasson, Jan Miller, Rick Pfenning, James Robillard and James Weisenberger. Tom Miller was elected to a two-year vice presidential term.

Among those addressing the convention were Rep. Earl Pomeroy (D), Sen. Kent Conrad (D), AFL-CIO COPE Director Richard Walsh and AFL-CIO Region XII Director Ray Francis.

L.A. pays millions for police brutality

Los Angeles

The city of Los Angeles has agreed to pay $3.5 million to 148 union janitors and community supporters who were beaten three years ago during a non-violent Justice for Janitors rally at Century City.

The settlement, one of the biggest ever awarded for police brutality charges, was approved in September by the L.A. City Council.

"Let this serve as a reminder that those who dare to violate the constitutional right of free speech ultimately will pay the price," David Stillwell, the Service Employees Local 399 executive vice president, told the California AFL-CIO News.

The 1990 beatings led to national attention to the plight of the workers who were trying to organize. Some 2,000 janitors subsequently won a contract with the Century City contractor.

Malawi democracy 'irreversible,' Chihana says

By James B. Parks

The democratic process in Malawi is irreversible and much of the credit is due to international labor for its support of free trade unions there, said Chakufwa Chihana, a former labor leader who has become that nation's leading democracy advocate.

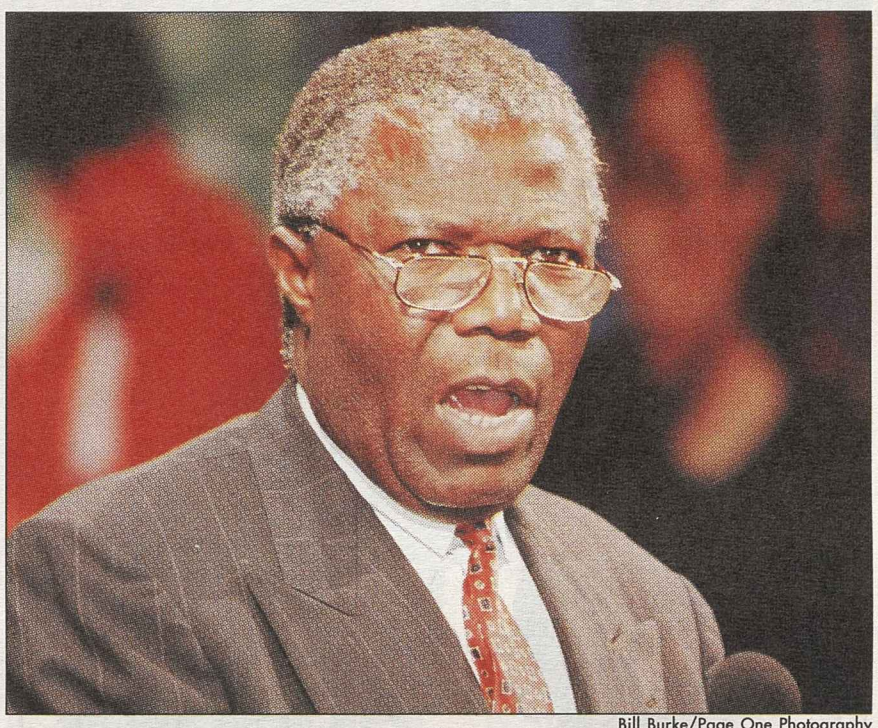
Malawi's self-declared president-for-life Hastings Banda is in a coma following brain surgery and has been replaced temporarily by a three-member council composed of the ruling party's chairman and the ministers of state and transportation.

Banda's illness comes at a crucial juncture in the movement toward democracy in Malawi, said Chihana, former secretary-general of the Southern African Trade Union Coordination Council, in an interview. "It means he cannot delay or postpone events. The process is irreversible unless something serious happens."

"Your gallant and consistent support has brought Malawi workers to where we are today in our struggle for a free and democratic society," Chihana told the AFL-CIO convention in San Francisco. "We have moved from the dungeons of dictatorship toward the light of hope for freedom, which is just within our grasp."

International pressure forced Banda to hold a referendum on his dictatorial one-party rule. By an overwhelming majority, the country voted for multiparty elections, which are set for May 17, 1994.

Chihana praised the work of the African American Labor Center in supporting the cause of freedom in Malawi and urged the U.S. labor movement to continue its material support for democracy. He said President Clinton should insist that aid to Malawi be conditioned on its record on human and workers rights.



Bill Burke/Page One Photography

Chakufwa Chihana: "Your support has brought us where we are today."

Chihana, who spent two years in prison for his democratic activities, said Malawi now has little time to make the constitutional and political changes necessary to bring about those elections. The Alliance for Democracy, which Chihana heads, is pushing for a national constitutional conference, including the church, labor, business and political parties.

Chihana said he expects to be AFORD's candidate for president in the May elections. Should he win, he would join fellow African trade union leader Frederick Chiluba of Zambia in rising from the ranks of labor to lead a nation.

The government-controlled Malawian trade unions are not an integral part of the democracy struggle, Chihana said. But independent unions are springing up — primarily in local government, transportation and plantation workers — and efforts are under way to form a new, independent trade union federation in Malawi that will be "proactive and well-informed."

Workers also are showing greater independence through sporadic strikes, often with tragic consequences, Chihana said. Some 40 people have been killed for striking and another 200 injured. Nearly 1,000 have been detained. The arrests only increase the determination of the freedom movement, he said.

Democracy in Malawi is essential if the nation is to address the myriad problems it faces, Chihana said. One of the first things a new government must do is establish new penal codes and toss out the security acts that allow the government to detain people and impound private property without trial.

The next priority must be to deal with the social and economic mess left by years of corrupt one-party rule, Chihana said. Both high unemployment and illiteracy plague the country — 60 percent of the people over the age of 30 cannot read or write. Among the working-age population, 95 percent of the women and 80 percent of the men are unskilled.

While Banda receives the best health care available in a South African hospital, some 85 percent of Malawi's children never reach their fifth birthday, Chihana said.

The gross lack of prenatal care makes it rare for a pregnant woman between the ages of 15 and 18 years to carry her baby to term.



Steve Yarmola/AFL-CIO News

Exiled Haitian President Jean-Bertrand Aristide meets with AFL-CIO President Lane Kirkland, Assistant U.S. Secretary of State Alexander Watson, International Affairs Director Charles Gray and William Doherty of the American Institute for Free Labor Development, along with 14 leading Haitian trade union leaders (not pictured). Many of the trade union leaders were forced into hiding or exile after the September 1991 military coup. Aristide vowed that his government, once restored, would work to guarantee workers rights in Haiti.

UAW continues to spot Caterpillar failings

The UAW's in-plant campaign against Caterpillar Inc. continued to build as two federal agencies again cited the company for serious violations of the law.

The National Labor Relations Board issued an unfair labor practices complaint against the company for failing to negotiate in good faith and for discriminating against union members by not recalling them to available jobs. To date, the NLRB has issued 39 complaints against the company.

The NLRB said Caterpillar hired outside applicants for positions at its Mapleton, Ill., foundry at a time when hundreds of laid-off UAW members had recall rights to those positions.

''This action sends a clear message that the company cannot continue to violate the law and ignore its collective bargaining responsibilities without suffering the consequences,'' said Jerry Brown, president of UAW Local 974.

It was more than a year ago that 12,600 UAW members suspended their strike against the farm equipment manufacturer and began an inside-outside campaign to force the company to bargain. There still is no contract.

In another action, the Occupational Safety and Health Administration issued three citations against the company and recommended fines totalling $4,550 for safety violations following an injury at its Pontiac, Ill., facility.

Maywood Williams, a member of UAW Local 2096, was injured June 13 when he was impaled through the palm with a sharp steel rod. The machine he was operating, according to OSHA, was not equipped with proper safety guards.

Caterpillar also had ''disabled or removed'' safety switches on metal cutting machines at the plant, OSHA said. Another citation was issued for improperly labeled barrels of toxic materials.

''The company doesn't want to deal with it when we raise safety concerns,'' said Local 2096 President Terry Ragle. ''But our members are at risk because of Caterpillar's improper actions. We'll call OSHA in whenever we need to, to maintain a safe working environment.''

Meanwhile, workers at Caterpillar's Denver warehouse returned to work Oct. 22, two days after they were locked out. The members of UAW Local 1415 had walked off the job to protest unfair practices, including the harassment of union officials. Joe Vasquez, the local's president, was suspended Oct. 20 for wearing a button.

The workers made an unconditional offer to return to work, but were illegally kept off their jobs by the company. The workers also rejected company demands that they give up the right to engage in concerted activity before they could return to work and that Vasquez surrender his right to file a grievance over the suspension.

The workers returned to work after Caterpillar dropped the demands.

The workers ''sent a very strong message that they aren't going to tolerate these continued unfair labor practices and this continued harassment,'' Vasquez said.

— James B. Parks

Staley lockout, UMWA strike rally workers

Trade unionists and their supporters from throughout Illinois will gather "to teach corporate America a lesson in solidarity," and to protest the all-out union-busting efforts by some of the state's major employers.

Thousands are expected to attend the "All-Union Solidarity Rally" in Decatur at noon, Nov. 6, at the Allied Industrial Workers Local 837 union hall and ballfield. A.E. Staley Manufacturing Co. of Decatur has locked out 760 AIW members.

The rally also will spotlight the current Mine Workers strike against the Bituminous Coal Operators Association, the UAW's in-plant campaign at Caterpillar Inc. and Electrical Workers at various utilities who are working without a contract.

"Illinois has become a war zone," organizers said in a flier announcing the rally. "Everywhere you look, corporations are banding together to attack American workers…their ultimate goal: to destroy our unions."

The AIW, which last month merged with the Paperworkers, won a settlement in its battle with Staley on unlawful surveillance of employees. The National Labor Relations Board announced Oct. 13 that the company has agreed not to videotape or photograph employees as they participate in union activities that are protected by law.

The agreement settles an AIW charge that Staley unlawfully monitored workers as they picketed, demonstrated, leafletted and held rallies related to the lockout.

Staley locked out the AIW workers on June 27 and has operated the plant since then with managers and replacements.

Workweek falloff stifles real wages

Slowing inflation doesn't ease pinch

By John R. Oravec

Real weekly earnings of production workers fell 0.9 percent in September even though the government's consumer price indexes were unchanged. Thus far in 1993, the inflation rate has decelerated to its slowest pace in seven years.

The Bureau of Labor Statistics reported that the drop in real pay was caused by a 0.9 percent decline in the average workweek, while average hourly pay held steady.

Real weekly pay has risen in five of the first nine months of the year. Increases include a 1.2 percent upturn in June and the four months in which real weekly pay has dropped include a 1 percent plunge in July.

Over the year, gross average weekly pay rose 2.9 percent, while the consumer price index for urban wage earners (CPI-W) edged up 2.5 percent — leaving workers a 0.4 percent gain in real pay.

But in the longer run, wages have not kept pace with the rise in consumer prices, AFL-CIO economist Anne Draper pointed out. After adjustment for inflation over the past 10 years, real weekly earnings in September were 6.9 percent below the 1983 level.

Before seasonal or inflation adjustments, BLS said weekly earnings averaged $376.05 in September, compared with $378.38 in August and $365.30 in September 1992.

The BLS data showed that consumer prices have been relatively stable since March, when the CPI-W climbed 0.4 percent. The index edged up only 0.1 percent in May, July and August while holding steady in June.

If prices continue to rise at the current rate, the inflation indexes are expected to climb just 2.5 percent for the year, which would be the smallest increase since the 1.1 percent rise in 1986.

Chairman Laura D'Andrea Tyson of the Council of Economic Advisers noted that the inflation rate is running well below the 3.3 percent rise that had been projected earlier this year. She said it is unlikely inflation will get out of hand in the near future.

Food prices barely rose in September while energy prices continued to fall. Food prices rose just 2 percent higher over the year. Gasoline prices declined for the seventh consecutive month and were 5.9 percent below a year ago, while heating oils costs dropped 2 percent over the year. Prices at the gas pumps were 20 percent below the peak levels of November 1990.

While medical care costs had risen 5.7 percent over the last 12 months, they slowed to a 4 percent annual rate in September, the lowest level in a decade.

Sticker prices of new autos and trucks rose 0.4 percent in September and were 3.3 percent higher over the year. Prices of used cars rose 0.7 percent and were up 8.8 percent over the year.

Public transportation fares were unchanged over the month, but had risen 12.9 percent from September 1992, BLS reported. Clothing prices declined 0.2 percent in September and were up 0.9 over the year.

In other economic reports:

● The U.S. economy made its best showing of the year in the third quarter as the gross domestic product grew at an annual rate of 2.8 percent, the Commerce Department said.

Government and private economists welcomed the July-September upturn after the GDP registered a mediocre 1.9 percent rise in the second quarter and a feeble 0.8 percent nudge in the first.

The strongest sectors in the third quarter were stimulated by low interest rates, the report said. Housing construction grew at a 10 percent annual rate and business investment in equipment was up 9 percent. Consumer spending advanced at a 4.2 percent rate after a 3.4 percent pickup in the second quarter.

But government spending fell at a 1.1 percent annual rate and commercial construction slipped at a 0.8 percent rate.

● After a 6.7 percent pickup in August, housing starts rose 2.8 percent in September to an annual rate of 1.35 million units, the strongest pace since February 1990.

The Commerce Department said the September upturn was concentrated entirely in multifamily construction to an annual rate of 210,000 units. Single-family home starts declined 3 percent, but construction remained fairly strong at the 1.14 million annual rate following a 10.5 percent surge in August.

Regionally, housing starts rose 12.3 percent in the Northeast, 5.3 percent in the Midwest and 2.8 percent in the West, while declining 0.5 percent in the South.

The increased building activity should translate into jobs expansion in the construction industry, which has been hit by the highest unemployment rates of any industrial sector in recent years. In September, the jobless rate in the building trades topped 14 percent.

● The industrial output of U.S. factories, mines and utilities inched up for the fourth month in succession with a 0.2 percent rise in September.

The Federal Reserve said manufacturing production was up 0.4 percent, led by a nearly 4 percent pickup in the auto industry, while the output of utilities fell 3.1 percent.

Total industrial production advanced at a 1.8 percent annual rate during the third quarter, although softness appeared in the output of non-durable goods.

The Fed said that U.S. industries in September operated at 81.6 percent of capacity, the same rate as August.

● Orders for durable goods rose 0.7 percent in September to $133 billion, the third advance in four months posted by U.S. factories. The Commerce Department said all major industrial sectors except transportation logged gains.

The September increase in durables — items such as cars and appliances expected to last more than three years — came on the heels of a revised 2.6 percent upturn in August.

Shipments rose 1.9 percent to $137 billion in September, the highest level on record.

But the backlog of unfilled orders continued to slip for the seventh straight month, dropping 1 percent to $429 billion, the lowest level in four years.

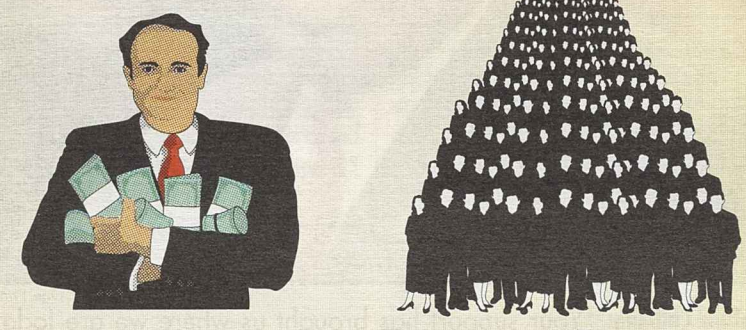
Unfilled orders are viewed as a gauge of production capacity and manpower needs. When they fall, the slowdown in output triggers layoffs. More than 250,000 factory jobs have been lost since February, according to an earlier Labor Department report.

Transportation orders fell 1.8 percent after surging 7.4 percent in August.

Significant statistics

Pay equity?

Earning $3.8 million in 1992



1 CEO = **447 minimum-wage workers**

The "average" chief executive of a blue-chip corporation raked in $3.8 million last year. It took 447 workers paid at the federal minimum wage to match that amount. The $4.25-an-hour minimum wage has not been raised since April 1991, while CEO compensation soared 56 percent just in 1992.

Consumer price index	
September	no change
Real weekly pay	
September	-0.9 percent
Housing starts (annual rate)	
September	1.35 million units
Change	+2.8 percent
Industrial production	
September	+0.2 percent
Capacity utilization	
September	81.6 percent
Trade deficit	
August	$9.7 billion

AFL-CIO NEWSGRAFIC

Trade deficit at 8 months near '92 total

The U.S. foreign trade deficit swelled to $76.8 billion in the first eight months of 1993, nearly 50 percent higher than last year's January-August volume of $52.7 billion.

While the Commerce Department reported that the nation's trade imbalance narrowed a bit in August, the mushrooming eight-month trade gap was just $7.7 billion short of the $84.5 billion deficit for all of 1992. At the current pace, the 1993 deficit is expected to reach $120 billion — the worst since 1987.

Both overall imports and exports increased in August. Imports amounted to $47.9 billion and exports totaled $38.2 billion to produce the $9.7 billion deficit.

But the government data showed that the trade imbalance for manufactured goods came to $11.4 billion before seasonal adjustment.

For the first eight months of the year, the deficit in manufactured goods amounted to $70.4 billion — nearly $20 billion worse than in the comparable 1992 period.

The United States over the past several years has been a persistent loser in international transactions of factory-made capital goods, industrial supplies, autos, trucks and parts, as well as other labor-intensive consumer products. The growth in exports has not kept pace with the surge in imports.

International economists calculate that for each $1 billion in trade deficit, 25,000 U.S. jobs are wiped out.

One bright spot in the August figures was a pickup in airplane exports, which surged from $984 million in July to $1.8 billion in August.

The trade deficit widened by nearly $800 million with a number Pacific Rim countries, including a $500 million surge with Japan to $5.3 billion. The cumulative deficit for the first eight months of the year ballooned to $36.9 billion from $30.4 billion in the 1992 period.

The deficit with China rose to $2.4 billion from $2.2 billion in July and widened with Taiwan by $400 million to $1.2 billion.

Meanwhile, the trade surplus with Mexico held at the $110 million mark in August, but the total for the first eight months of the year narrowed to $1.8 billion from $3.9 billion in the year-ago period.

The dwindling surplus tends to dispute the contention by proponents of the North American Free Trade Agreement that NAFTA would intensify the flow of U.S.-made consumer products to Mexico.

Much of the goods shipped to Mexico are "U-turn exports" — parts and components that are assembled into finished products at border maquiladora plants and re-exported to the United States tariff-free.

The cumulative deficit with Canada widened to $6.5 billion from $4.2 billion in the first eight months of 1992, while the U.S. surplus with the European Economic Community plunged from $8.4 billion in the January-August period of 1992 to just $301 million this year.

— John R. Oravec



Bill Burke/Page One Photography

Green Lewis, director of the AFL-CIO Community Services Department, distributes packages at a San Francisco food bank after Letter Carriers President Vincent Sombrotto (right) announced the 1994 NALC food drive will be held Saturday, May 14. Sombrotto told the AFL-CIO convention that the 1993 food drive raised 12 million pounds of food, but that Letter Carriers are expecting to collect more next year.

Newsmakers

John S. Clark has been elected president of the Broadcast Employees after the resignation of **James P. Nolan.** Clark, 45, had been president of NABET Local 11 in New York and vice president of the international. **Howard T. Atlas** becomes vice president. Nolan, 64, has been appointed president emeritus to advise the union during completion of its merger arrangements with the Communications Workers. The merger becomes effective Jan. 1.

Charles Dale was sworn in as president of The Newspaper Guild, along with Secretary-Treasurer **Linda K. Foley,** International Chairperson **Carol D. Rothman** and the Guild's 13 regional and at-large vice presidents. Dale was elected to his fourth two-year term while Foley was elected to her first term in a Sept. 30-Oct. 5 membership vote. Rothman was elected by acclamation at the union's convention. Foley and Rothman are the first women to hold top international offices in the Guild. They were sworn in by AFL-CIO President **Lane Kirkland.**

The Senate has confirmed the nomination of **John Calhoun Wells** to be director of the Federal Mediation and Conciliation Service. Wells, 47, has been a consultant in joint union-management processes aimed at improving workplace competitiveness. He succeeds **Bernard DeLury**, who resigned to become an AT&T vice president. Still pending in the Senate are the nominations of **William Gould** to be chairman of the National Labor Relations Board and **Martin Manley** to be assistant secretary of labor for the Office of the American Workplace.

Catherine O'Reilly Collette, director of AFSCME's Women's Rights Department, has been elected chair of the World Women's Committee of Public Service International (PSI) — the international trade secretariat that represents 16 million public-sector workers in 110 countries. As the committee chair, Collette will serve on the PSI executive committee.

State Rep. **Anthony Hill** was selected as 1993 Freshman Legislator of the Year by the Florida AFL-CIO for his service to working men and women. Hill, chosen from a freshman class of 46, is a member of Longshoremen Local 1408 in Jacksonville.

The Longshoremen have made a $100,000 contribution to the "Hole in the Wall Gang Camp," the start of the union's five-year commitment to raise $500,000 for the program that aids seriously ill children. ILA President **John Bowers** presented the check to Clea Newman, daughter of actor Paul Newman, who founded the summer camp in Connecticut to meet the medical and special needs of some 800 campers each year. The camp operates solely through donations. The union's ILA Children's Fund will continue to accept donations from members and the public on behalf of the camp.

Musicians orchestrate Broadway, D.C. pacts

By Sharolyn A. Rosier

Musicians from New York's Broadway to Washington's Kennedy Center to the St. Paul, Minn., music hall gained new contracts, in some cases after putting down their instruments and taking up picket signs.

On Broadway, members of the Musicians Local 802 ratified a 4.5-year contract with the League of Theatres and Producers by a 284 to 140 vote.

Wages will be increased, in annual increments, by a total of 21.15 percent over the term of the contract, from $908 per week to $1,100 per week.

Employer contributions to the union's health fund will be increased by $5 per week starting Jan. 1, 1994. Contributions will increase by $4 per week in each subsequent six-month period.

Orchestra sizes were maintained, except for eight seats out of the 369 seats in the large theaters. Currently running shows will not be affected. The Musicians agreed to some reductions in the number of seats required in those theatres in which musicals are rarely performed. In case a producer seeks to reduce the number of musicians for artistic reasons, a labor-management committee will decide the issue.

At the Kennedy Center, Musicians Local 161-170 on Oct. 15 overwhelmingly ratified a contract after striking for nearly two months, canceling some performances. The agreement meant the musicians successfully fought off management attempts to abolish their security and turn them into a pick-up orchestra in a few years.

The two-year contract includes guaranteed work for eight weeks for ballet and musical shows and a freeze on pay and benefits, with possible increases tied to a percentage of those of the National Symphony Orchestra. But a labor-management committee will study long-term issues and make recommendations about the orchestra and the way musicians are used at the Kennedy Center.

The musicians also voted unanimously to accept a five-year contract with the Washington Opera. The contract freezes salaries and benefits for the first year and provides a $1 per hour increase in year two, $3 per hour in year three, $1 per hour in year four and $3 per hour in year five.

The union also maintained the 61-person unit, thwarting the center's attempt to decrease the unit to 55, said Thomas F. Lee, secretary-treasurer of the local. The center also will increase its contributions to the health insurance plan in the second year.

Meanwhile, Musicians Local 30-70 and the management of the St. Paul Chamber Orchestra reached a tentative four-year agreement. SPCO musicians and management continue to negotiate on the remaining issues of the musicians' employment contract under a "play and talk" arrangement, which began Sept. 10. The musicians' contract expired June 30, 1993.

An understanding between the union and management permits the 1993-94 season to continue without interruption. Prior to recent contract talks and the tentative agreement, the musicians struck for one month.

GEORGE MEANY CENTER FOR LABOR STUDIES

Organization in the Construction Industry (Oct. 31 - Nov. 5) — A workshop that trains organizers in oral and written communications with members, non-union contractors and purchasers of construction services, including regional survey and targeting techniques, and on-site membership recruitment.

Technology and Work Organization: Issues For Unions (Nov. 3-5) — Changes in the workplace will be examined along with union bargaining strategies and public policy considerations.

Workers' Compensation (Nov. 7-10) — Co-sponsored by the AFL-CIO Department of Occupational Safety and Health, this seminar deals with benefits, compensability, state funds and potential federal standard legislation, among other issues.

Advanced Skills in Organizing (Nov. 7-11) — An institute co-sponsored by the AFL-CIO Department of Organization and Field Services for experienced union staff. Topics include internal private-sector organizing, issue-oriented campaigns and recruiting and training union members.

Arbitration: Preparation & Presentation (Nov. 7-12) — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Negotiating Profit-Sharing and Employee Stock Ownership Programs (Nov. 10-12) — A program co-sponsored with the AFL-CIO Department of Economic Research that teaches, analyzes and designs profit-sharing and employee stock ownership programs.

Negotiating and Writing Contract Language (Nov. 28-Dec. 3) — An institute to sharpen negotiators' skills on writing contract language and responding to company proposals.

New Staff Program (Nov. 28-Dec. 10) — For new full-time staff, this workshop aims at improving planning skills needed to manage negotiations and organize campaigns.

Labor Relations in the Federal Sector (Nov. 29- Dec. 3) — An institute on collective bargaining, grievance handling and arbitration and union building.

Effective Writing (Dec. 5-10) — A workshop for union leaders to improve their writing. Participants meet one-on-one with professional writing coaches.

Internal Organizing (Dec. 12-17) — This institute is for union leaders responsible for either developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.

Advanced Organizing Techniques in the Construction Industry (Dec. 13-17) — A workshop designed for experienced construction organizers to discuss the latest developments in construction organizing with special emphasis on land-use planning, environmental law, new labor law developments.

For more information about labor studies programs, write or telephone the Registration Office at the George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400; FAX 301/434-0371.

ACTWU on win streak in the South

Respect on the job is the major issue

By Muriel H. Cooper

The Clothing and Textile Workers this year have made inroads into the traditionally non-union South, organizing thousands of workers in a variety of jobsites.

Employees at the Springs Industries Inc. plant in Nashville, Tenn., one of the largest textile manufacturers in the country, voted 331-300 for ACTWU representation last month. It was the 11th southern bargaining unit to choose ACTWU in 12 elections this year.

Many of the campaigns, including the Springs Industries election, involved the AFL-CIO Organizing Institute, which is training a new generation of organizers.

Like other recent ACTWU victories, the campaign at Spring's bath fashion division centered on respect for employees, fair treatment and wages. Workers are opting for the union because they want to be treated with dignity, said ACTWU's Southern Regional Organizing Director Mark Fleichman.

Springs followed the pattern of many new owners since it bought the Nashville plant from C.S. Brooks two years ago, drastically cutting wages of some workers, hiring temporary workers at $5 an hour with no benefits and laying off some full-time workers.

The union organizers "faced a hostile company that bought and paid for the typical anti-union campaign — scaring people, sending leaflets to their homes, interfering with the employee's free choice," said Fleichman of the experienced union-busters brought in as consultants to the company.

ACTWU countered with "a very active committee, in terms of signing people up and the concerted activities they carried out day to day," he said. "In the end, during the final days, we had 80 people outside the plant leafleting for us."

In addition to the Nashville plant, ACTWU represents about 1,000 Springs employees at a printing and finishing plant in Rock Hill, S.C., and at two sheeting mills in Columbia, S.C.

Earlier in October, ACTWU gained a majority among some 450 employees at K mart's distribution center in Greensboro, N.C. In late July, employees of the Chipman-Union hosiery mills in Union Point and Greensboro, Ga., voted for ACTWU representation. Some 550 workers were involved in that election.

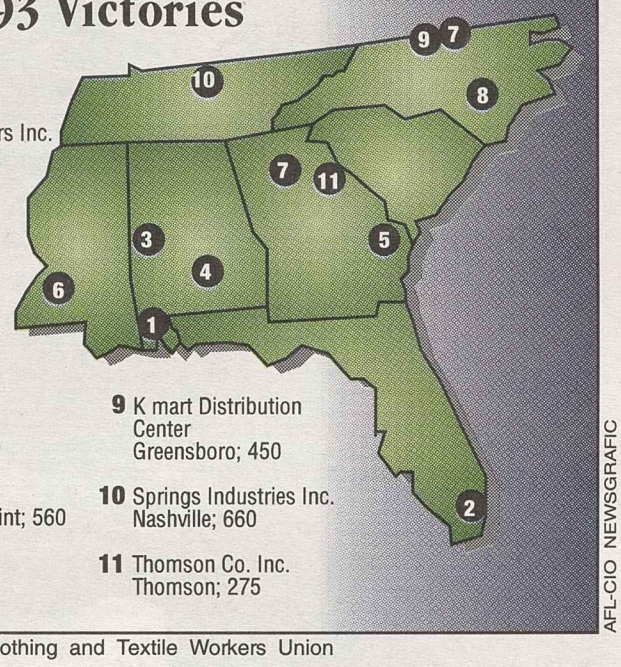
The victories have brought the union advantage to more than 3,400 workers at 11 textile plants in North Carolina, Georgia, Florida, Alabama, Mississippi and Tennessee.

ACTWU is set for a rematch at Fieldcrest plants in Kannapolis, N.C., where a majority of the 6,500 plant workers have signed cards seeking a union election. It would be the fourth election in 20 years at Fieldcrest, which is facing National Labor Relations Board charges for unfair labor practices.

The union just kicked off a new campaign to organize workers at Sweet Orr, makers of Boy Scout trousers, in Madison, Ga. The company employs about 90 workers, most of them middle-aged or older women who have worked for the company for more than a decade.

"I think the motivation issue in the plant is dignity and treatment," Fleichman said.

ACTWU 1993 Victories



Source: Amalgamated Clothing and Textile Workers Union

Hotel workers on Vegas strip say 'union yes'

Some 4,000 hotel workers on the Las Vegas strip gained the advantage of union representation, but management at some hotels continued to resist workers' desire for a union.

Culinary Workers Local 226 of the Hotel Employees and Restaurant Employees, along with Teamsters Local 995 and Operating Engineers Local 501, won the right to represent some 600 workers at the Santa Fe Hotel in a National Labor Relations Board election.

The 300-241 vote came after the hotel refused to recognize the union's card check, which is accepted by most Las Vegas hotels. A similar dispute has broken out with management at the MGM Grand, which has stated it would not accept the card check. A coalition of eight unions has launched an aggressive organizing drive at the hotel, which is scheduled to open Dec. 18.

The three Santa Fe unions, along with HERE affiliate Bartenders Local 165, also recently gained card-check authorization to represent more than 2,500 workers at the Luxor Hotel and Casino, which is owned by the unionized Circus Circus.

The HERE locals have an accretion agreement with the major hotels and casinos in the city, giving the unions card-check representation rights at all newly opened casinos that are owned by employers that have current contracts with the unions.

The Santa Fe election will allow the unions to seek master agreements for two other hotels owned by the Santa Fe management — the Sahara and Hacienda — when the contracts for all the Las Vegas hotels expire May 31, 1994.

INSIDE

VOLUME 38, NUMBER 23
NOVEMBER 1, 1993

AFL-CIO NEWS

1 ***Labor prepares for NAFTA showdown***
With the North American Free Trade Agreement headed for a Nov. 17 showdown in the House of Representatives, union members are working to build a solid majority to vote down the deal.

2 ***Diamond Walnut mediation sought***
A Labor Department official calls for mediation in the Diamond Walnut dispute that is providing the company "record profits" but has cost 500 workers — and their community — good-paying jobs.

2 ***Replaced worker shot on picket line***
An Indiana company's use of "permanent replacements" for striking workers has resulted in yet another tragedy, the shooting of a UFCW member on the picket line at Plumrose USA Inc.

3 ***Labor, government pushing training***
A partnership between labor and the Clinton administration is working to better prepare young workers for work and help older workers move up the job ladder into high-skill work.

4 ***Testimony builds OSHA reform case***
Workers offered chilling accounts of workplace tragedies before a congressional panel as they built a compelling case for overhaul of the nation's Occupational Safety and Health Act.

6 ***Leave RLA alone, Dunlop panel urged***
Workers in the railroad and airline industries are better off than workers covered by other labor laws, the AFL-CIO tells the Commission on the Future of Worker-Management Relations.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

11/1/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

LABORITE

AFL-CIO NEWS

Meany Center offering 44 institutes.
Special section, Pages 5-8.

VOLUME 38, NUMBER 24 NOVEMBER 15, 1993

'No NAFTA' drive goes down to wire



Raymond Crowell/Page One Photography

House Majority Whip David Bonior addresses workers who brought their concerns about NAFTA to Congress.

'Unfortunate 500,000' get hearing on Hill

By John R. Oravec

With the showdown vote in the House just days away, unionists around the country intensified the drumbeat against the North American Free Trade Agreement.

More than 200 House members have declared their opposition to the U.S. trade deal with Mexico and Canada that threatens to displace hundreds of thousands of American workers, depress U.S. wages and cost taxpayers billions of dollars.

In the scheduled Nov. 17 up-or-down roll call under ''fast-track'' rules, 218 votes will be needed to reject or pass the agreement. Proponents of the pact — led by President Clinton — have conceded that ''yes'' votes are lacking, but they contend that momentum is on their side.

The White House hope of passage clearly rested on their ability to reverse decisions made previously by House members against the agreement. But those switches did not seem to be taking place, despite the ''momentum'' claim.

Union members and their allies stepped up efforts in the home districts of congressional representatives with more rallies, town meetings, marches, plant gate demonstrations and personal contacts with House members at home during the Veterans Day recess.

''No NAFTA'' events played from coast to coast, from New York City and Baltimore to Fort Wayne, Ind., and Fon Du Lac, Wis., to Albertville, Ala., and Oakdale, La., to Salt Lake City and Kent, Wash.

Some 2,000 people were expected at a rally Nov. 13 in Austin, Texas, where UAW President Owen Bieber and Electronic Workers President William Bywater were scheduled to speak.

Union members hauled to the Capitol mail sacks containing petitions with some 800,000 signatures calling for the House to reject the NAFTA legislation. The petitions were presented to House Majority Leader Richard A. Gephardt

Continued on Page 4

The battle lines are secured for the crucial Nov. 17 vote in the House on the adverse trade deal with Mexico and Canada.

On one side, scores of executives from corporate boardrooms are being hosted at the White House for breakfast and dinner extravaganzas. They are trying to convince undecided members of Congress to rally behind the North American Free Trade Agreement.

On the other side are workers from small and large factories, clothing shops, hospitals and food processing plants who are among the 500,000 in jeopardy of losing their jobs because of NAFTA. A group of them met Nov. 4 over brown-bag lunches with House Democrats leading the fight against NAFTA.

The way the Citizens Trade Campaign described the issue, it's the ''Fortune 500 vs. the Unfortunate 500,000.''

If NAFTA passes, House Majority Whip David Bonior told the workers, ''Lee Iacocca won't lose his job. But 500,000 Americans will.''

Iacocca, the former chairman of Chrysler Corp. that now has 22,000 employees in Mexico, has been recruited by President Clinton to help sell the trade deal to Congress.

Besides displacing 500,000 workers and undercutting U.S. wages, the trade deal negotiated by the Bush administration would add more costs, Bonior warned. Taxes would have to be raised to pay for the lost tariffs, environmental clean-up, infrastructure rebuilding, worker adjustment assistance and retraining that could cost an estimated $19 billion to $30 billion.

''I don't think members of Congress want to go back to their districts and explain why they raised taxes in order to send U.S. jobs to Mexico,'' the Michigan Democrat said.

''Let the White House have the Fortune 500,'' Bonior said. ''We are going to stand and fight with the Unfortunate 500,000 who will lose their jobs if this deal goes through.

''We're going to fight for an agreement that will benefit the people of Mexico, the people of Canada and the people of the United States.

''Our future is linked to the future of Mexico,'' he said. ''We need an agreement that will raise Mexico's standards to our level, not lowers ours to theirs.''

Many of the workers meeting with Bonior at the Rayburn Building on Capitol Hill already have experienced the loss of jobs to Mexico.

● Gary Scott of the Steelworkers is an employee of Outboard Marine Corp., which has opened a plant in Juarez. Ten years ago, 1,800 workers at the Milwaukee complex produced motors for such firms as Evinrude and Johnson. Today, he's one of 300

Continued on Page 4

Labor seizes opportunity to push Clinton health care plan

By Colleen M. O'Neill

The AFL-CIO and its affiliates are seizing the historic opportunity for comprehensive health care reform, spreading the word among union members on the promise of President Clinton's plan and pointing out the defects of competing plans on the Hill.

Union and federation staff have been traveling the country providing information, as well as developing other activities. AFSCME's ''SWAT teams,'' for example, assist in lobbying elected officials, as well as provide information. The AFT and the Service Employees have held leadership training sessions and developed ''train-the-trainer'' programs.

The Laborers, Plumbers and Pipefitters, and Stage Employees all have been working with employers and employer representatives seeking support for the Clinton plan.

The Ladies' Garment Workers and Communications Workers have made particular efforts to reach out to retirees, with CWA's programs including a slide show that varies by region and regional education sessions chaired by President Morton Bahr.

The AFL-CIO is working on materials for dissemination, including a written analysis of the Clinton plan, background material, talking points and advertisements, with future plans for a video and other material.

The federation is developing in cooperation with affiliated unions a model session for educating members about the president's initiative. The package, which will include a script, talking points, visual aids and guidance for the trainers, is slated to be available early next month.

The efforts are necessary amid a campaign of misinformation organized by opponents of the president's plan, such as insurers, pharmaceutical manufacturers, business and some provider groups. These organizations have sought to play up the public's fears

Continued on Page 3

Kirkland: Workers must pick own representatives

Union acceptance by employers key

By Rex Hardesty

Employee participation or empowerment, by definition, ''is not something that can be 'done to' workers,'' AFL-CIO President Lane Kirkland told the federal Commission on the Future of Worker-Management Relations.

Throughout 40 minutes of testimony and almost another hour of questions and answers, Kirkland defined collective bargaining as a problem-solving tool through which U.S. workers have constantly displayed their willingness and ability to adjust and upgrade their workplaces democratically.

''The workers themselves must have their own representative and must be able to stand on equal footing with the employer,'' Kirkland said. ''Otherwise participation and empowerment are merely words describing systems that leave management's basic prerogatives unchanged.''

Management representatives also testified later before the 10-member commission chaired by former Secretary of Labor John Dunlop.

Jerry Jasinowski of the National Association of Manufacturers and others asked the commission to look into easing federal regulation. He cited legal costs associated with the Fair Labor Standards Act, OSHA and federal pension regulation as inhibiting productivity and competitiveness.

At the Nov. 8 hearing, Dunlop welcomed a new commission member, successful small business entrepreneur Kathryn A. Turner, and said the ''policy stage'' of the commission's work would continue with a Dec. 15 appearance of more union and management representatives.

Kirkland noted that the commission has heard from employers who embrace ''participatory management,'' but in defining that system, some have candidly admitted that ''they have no interest in allowing their employees to participate in determining their terms and conditions of employment. They have no use for any independent employee voice.''

Kirkland recited the lengths to which private employers have gone to squash that independent employee voice and preserve their dictatorial control of the workplace, thwarting employee desires to form a union with a credo of ''I will not tolerate a union at 'my' workplace and I have the power to defeat it. Those disloyal enough to form a union will be punished.''

In a union organizing effort, he said, that employer power is unleashed in a series of calibrated steps. Union believers are ostracized as pariahs. Supervisors are used to install a series of rewards and punishments based on how employees vote. The workplace is bombarded with propaganda, while union items are banned. Anti-union captive audience meetings are conducted but unions are denied access to areas the general public can use. One-on-one meetings are staged with ''a supervisor or higher management official to exploit the individual workers' vulnerabilities.''

Proof of the private employer effectiveness in keeping unions out, Kirkland said, can be seen in the contrast between private and public employee unionism. Public employees are 60 percent organized, five times the rate in private employment, he noted.

Despite the similarities of public and private employees who grew up together and went to school together, Kirkland noted that workers vote for a union in 85 percent of public employee elections and 49 percent of private sector elections. ''The difference is in the attitudes and activities of the employers,'' he said.

As the commission studies changes, he said, ''the starting point must be that employers have no business meddling in the decision by workers as to whether to form a labor organization.''

Kirkland told the commission the laws covering collective bargaining are equally in need of reform. ''After 60 years of judicial interpretation and two rounds of congressional amendments, those rules now so aggrandize employer bargaining power and so diminish employee power as to undermine collective bargaining.''

While the law allows employers ''free play of economic force'' such as double breasting, he noted, employees are denied the use of such economic tools as help from other unions through the 1947 Taft-Hartley ban on ''secondary'' boycotts. Employees can't even bargain with an employer to avoid handling struck goods because of the 1959 Landrum-Griffin ban on contracts excluding ''hot cargo,'' he said.

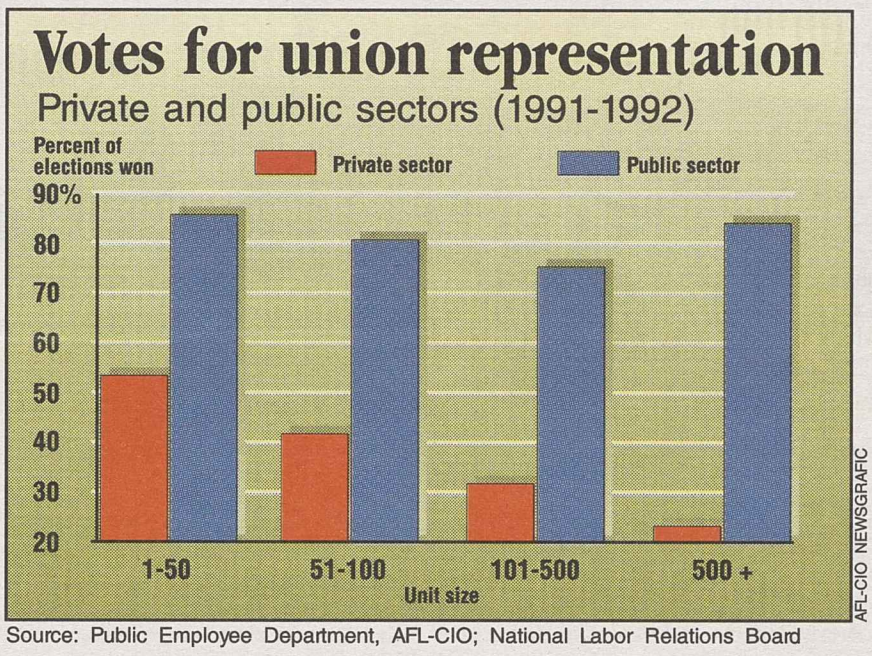
Those legislative limits on employee bargaining power are joined by the Supreme Court's Mackay Radio decision, ''which permits a struck employer to, in effect, dismiss striking workers and hire new employees as 'permanent replacements,' '' Kirkland said.

With such limits on workers' ability to use collective action, Kirkland noted, U.S. wages have sunk ''until nearly one in five full-time, year-round workers are earning below the family level for a family of four.''



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland testifies before the Commission on the Future of Worker-Management Relations, chaired by John Dunlop, far left. Also present were Labor Secretary Robert B. Reich, commission counsel Paul Weiler and David Silberman, director of the AFL-CIO labor law task force.



Source: Public Employee Department, AFL-CIO; National Labor Relations Board

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 24 ® ALLIED PRINTING TRADES LABEL COUNCIL WASHINGTON 3 MONDAY, NOVEMBER 15, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication

of the

American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

Unions fight health care misinformation

Continued from Page 1

through misleading television and radio commercials.

Meanwhile, proponents of other legislation have trumped up their proposals by taking unfair potshots at the Clinton plan.

First Lady Hillary Rodham Clinton, in taking on the opponents of the plan crafted under her leadership, said the insurance companies' goal was to protect profits and preserve the ability to cut people off when they get sick.

She noted that other legislative proposals do not guarantee coverage for every American as does the president's Health Security Act of 1993, and that most do not even attempt to accomplish insurance reform.

''The AFL-CIO has endorsed the Clinton plan because of its commitment to universal coverage for all Americans, guaranteed access to a comprehensive core package of benefits, safeguards on quality and true cost containment,'' said AFL-CIO Employee Benefits Director Gerald M. Shea. ''We will continue to work with the Clinton administration and Congress to see comprehensive reform of this type enacted.''

Among other plans garnering attention is the managed competition proposal put forth by Sen. John Breaux (D-La.) and Rep. Jim Cooper (D-Tenn.), which includes some government subsidies for the poor but does not require anyone to buy health care coverage.

That plan would mean many Americans would continue to go without insurance — but still would receive care in emergency situations, the most expensive type of service. The cost of providing that care would be paid for by other consumers with insurance, with the result that it would be nearly impossible to control spending.

Additionally, the Cooper bill would tax workers on many of the health benefit plans they now have. In contrast, the Clinton plan would tax no benefits for 10 years, and then only those benefits not included in a comprehensive core benefits package similar to many union benefits.

A Senate Republican initiative put forth by Sen. John H. Chafee of Rhode Island and a House Republican initiative by Rep. Robert H. Michel of Illinois rely on an individual mandate instead of employer mandate to provide coverage, and delay subsidies for low-income workers. There is no budget and no component for long-term care, and no limits on premium amounts paid by individuals.

Legislation sponsored by Sen. Paul Wellstone (D-Minn.) and Rep. Jim McDermott (D-Wash.) provides for a Canadian-style single-payer plan. All citizens would be covered under this measure, which includes a comprehensive benefits package similar to the president's plan. There is a component for nursing home care and home and community-based care, with national and state budgets.

The major difference comes in the financing of the plan. Under the Clinton plan, the majority of funds come from employer premiums and the government, while the Wellstone/McDermott measure calls for a 7.9 percent payroll tax on employers, increases in corporate and personal income taxes, a long-term care premium, a maintenance of effort for state and federal spending and reforms to close tax loopholes.

Supreme Court decision puts N.J. union funds in jeopardy

The Supreme Court has let stand a ruling that forces union health and welfare funds in New Jersey to pick up the tab for indigent care.

The court rejected four petitions for review, leaving intact a May 1993 ruling by the U.S. Court of Appeals for the Third District.

New Jersey law requires employee benefit plans to bear the hospital costs for those who cannot pay. Fourteen self-funded union plans and the New Jersey AFL-CIO had asserted that the state law is preempted by the Employee Retirement Income Security Act.

Judge Alfred M. Wolin of U.S. District Court in Newark agreed with union petitioners in May 1992 that the state's rate-setting mechanism was unenforceable for the approximately 2.4 million workers whose health care plans are governed by ERISA. But legal wrangling had continued through the Supreme Court's decision not to review the case.

Since the district court ruling and subsequent appeal, the union funds had been required to set aside in escrow that portion of bills previously sent to hospitals to cover the uncompensated care. The funds face a sort of double-billing situation now, said New Jersey AFL-CIO President Charles H. Marciante.

''The hospitals have said they're going to attempt to reclaim all of the money that was to be held in escrow,'' he said. ''However, hospitals immediately increased their charges after the escrow accounts were to be set up, in some cases doubling the charge to recoup the money spent on uncompensated care.

''Unions fulfilled their obligations to pay the much-higher medical bills, but it left no money for escrows,'' Marciante said, noting that some funds face bankruptcy. ''If hospitals demand the escrow money, unions will countersue, charging the increased bills were in fact a subterfuge of making the hospitals whole and overcoming the mandate of the district court in its determination that ERISA had been violated.''

The state's Uncompensated Care Trust Fund — paid for by a surcharge on the bills of insured patients and put out of business by the legislature — had paid out an estimated $900 million in 1990 by adding a surcharge of nearly 20 percent to the bills of New Jersey hospital inpatients.

Indigent care now is funded through higher hospitals bills for insured patients, Marciante said, noting the ''cozy, incestuous'' relationship between rate-setters and the health industry.

Reich puts minimum wage after health care

Labor Secretary Robert B. Reich said he would wait until 1994 to make a recommendation on minimum wage, allowing Congress to fully consider President Clinton's health care plan.

Reich's announcement came with the number of full legislative days dwindling for Congress, which hopes to adjourn for the year at Thanksgiving.

Reich reported in an Oct. 12 speech that the federal minimum wage could be raised from its current $4.25 to $4.75 with no loss of jobs. In a July 20 memo to Clinton, Reich said an increase of at least 25 cents to $4.50, combined with annual indexing for inflation, was ''a prerequisite to reaching the goal of lifting families of four with full-time workers out of poverty.''

But as the end of the congressional session neared, Reich issued a statement saying he had advised Clinton to defer any decision on an increase until Congress had completed work on the health care plan.

The AFL-CIO consistently has called for an increase in the minimum wage, pointing out that the buying power of the federal wage floor has fallen 22 percent since 1980. The rate was only raised to $4.25 in 1991 after President Bush vetoed legislation that would have raised it to $4.55.

The minimum wage historically has been raised to 50 percent of the average hourly wage. The $4.25 minimum is only 41 percent of that figure.

The AFL-CIO Executive Council in February 1991 urged that the minimum wage be increased 50 cents an hour each year for three years, and then indexed at 50 percent of average hourly earnings.

Meanwhile, House Budget Committee chairman Martin Olav Sabo (D-Minn.) introduced a bill, H.R. 3278, to raise the minimum wage to $6.50 an hour and to restrict the amount of executive pay businesses can use as a tax deduction.

''With the current minimum wage, many full-time workers aren't able to provide for themselves or their families,'' Sabo said. ''I believe government policies should help — not hinder — an individual from becoming self-sufficient.''

Capitol Digest

The House of Representatives approved legislation that would clarify the Employment Retirement Income Security Act of 1974 (ERISA) and save thousands of construction jobs.

H.R. 1036, backed by the AFL-CIO, would overturn rulings by Reagan-appointed federal judges that allowed employers to use the act to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws. If those rulings had been allowed to stand, they could have had a harsh impact on tens of thousands of construction and other jobs now contracted for by states.

The bill passed on a 276-150 vote Nov. 9. An amendment to allow continued pre-emption of apprenticeship regulations was defeated.

ERISA was intended to ensure that employee benefit plans meet certain standards and were not governed by multiple government regulations, the bill's backers said. It was not intended to pre-empt states from setting their own terms under which they contract for public works, goods and services, they added.

Employers contended that because state prevailing wage laws, apprenticeship programs and mechanics' liens have some incidental impact on employee benefits, those programs could be pre-empted by ERISA.

The bill now goes to the Senate.

In other congressional action:

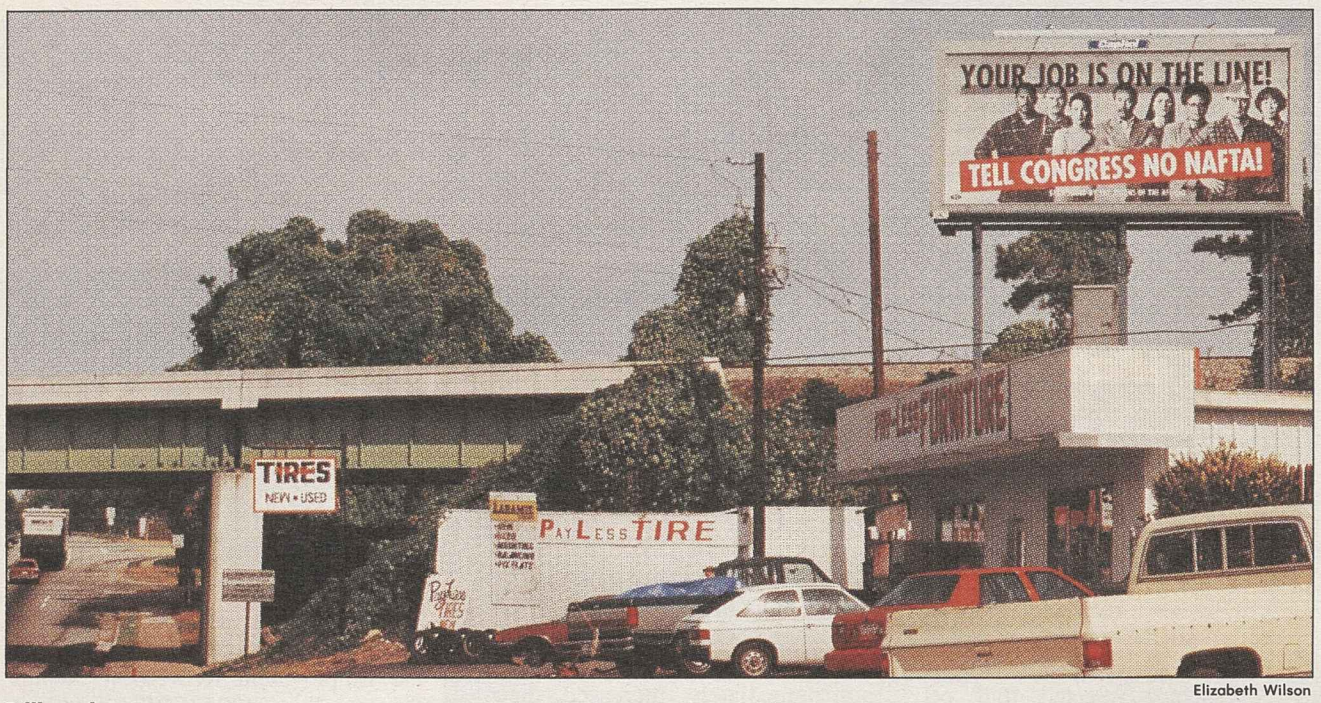
DAVIS-BACON — Approval of the Labor, Health and Human Services appropriations bill (H.R. 2518) for fiscal year 1994 allowed the Department of Labor to suspend implementation for one year of Davis-Bacon Act ''helper'' rules — a provision vigorously opposed by the AFL-CIO.

The rules were first proposed under the Reagan administration and would have established a new category of low-paid ''helpers'' who would have no formal training and no hope of advancement within the construction industry.

MARITIME — The House approved a 10-year program to help both U.S.-flag ship operators and American shipyards. H.R. 215, the Maritime Security and Competitiveness Act, was overwhelmingly passed Nov. 4 by a 347-65 margin. The bill now goes to the Senate.

The bill would provide operating subsidies for U.S. ships sailing in international trade. It is expected to support most of the ships currently in the operating differential subsidy program (ODS), which expires in 1997. H.R. 2151 would take effect in fiscal year 1994 and replace the current ODS program. The bill also would provide construction subsidies for American shipyards on orders of two or more ships.

The ships involved in the program also will be part of the new Maritime Security Fleet that would enhance the U.S. military sealift capability in emergencies.



Elizabeth Wilson

Billboards, such as this one in Atlanta, are part of a national media campaign to defeat the NAFTA.

'No NAFTA' heard throughout land

Continued from Page 1

and Majority Whip David E. Bonior, who are spearheading the fight in Congress.

The AFL-CIO and affiliated unions are bolstering the grass-roots activities with a multimedia campaign in newspaper ads, television commercials and billboards. Labor's outlays, AFL-CIO Secretary-Treasurer Thomas R. Donahue estimated, are about 5 percent of the reported $50 million that the USA*NAFTA corporate lobby and the Mexican government have poured into the advertising and lobbying blitz to pass the trade pact.

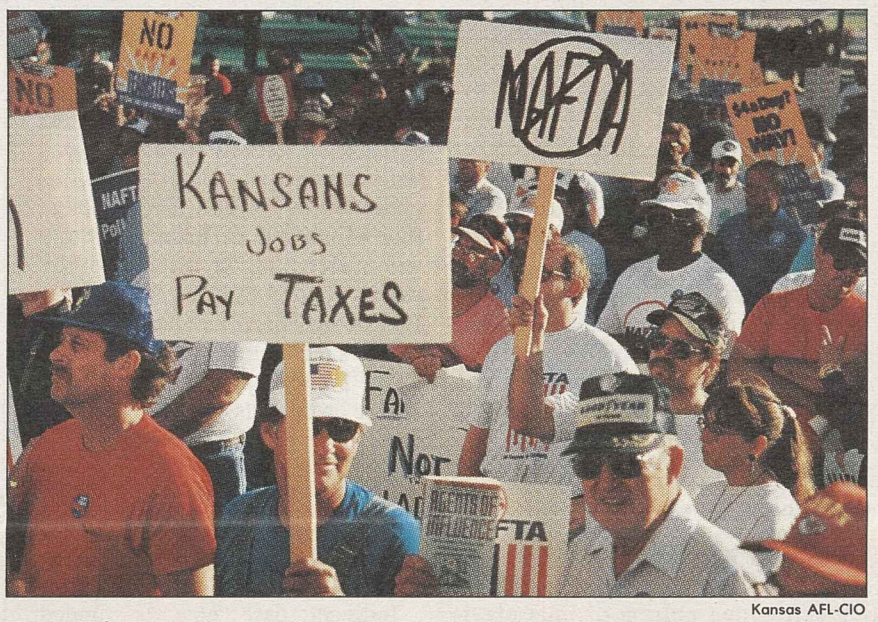
Facing the prospect of defeat on NAFTA, President Clinton has been plying wavering House members with promises of favors, including a regional development bank, defense contracts and subsidies for agricultural products jeopardized by the trade deal.

While the president acknowledged in a Sunday morning national television interview that the administration must pick up 30 more House votes to gain passage of the trade pact, he lashed out at the labor movement, charging that unions are resorting to ''roughshod, muscle-bound tactics'' in the congressional campaign to block NAFTA.

AFL-CIO President Lane Kirkland refuted Clinton's outburst, noting that members of Congress opposing NAFTA are responding to the sentiments of their constituents who have voiced serious concerns about the impact of the trade deal on their jobs and communities.

''The president asked the AFL-CIO to carry a heavy part of the burden of advancing his health care reforms,'' Kirkland noted. ''I do not recall any suggestion of our practice of strong-arm tactics or roughshod tactics in that regard.''

If NAFTA is defeated, Kirkland said, it would likely be renegotiated to address the need to improve wages and working conditions in Mexico.



Kansas AFL-CIO

Workers from across Kansas rally at the state capitol in Topeka.

Since the majority of House Democrats have come out against the agreement, Clinton sought to woo Republicans by challenging Texas billionaire Ross Perot to a nationally televised debate with Vice President Gore on the merits of NAFTA.

At a news conference the next day, Donahue characterized the debate as lacking in substance and expressed doubt that the televised dialectics would influence undecided House members.

The American people understand that the major issue surrounding NAFTA is how it will affect their jobs and lives if they will have to compete against jobs that range from $1 to $1.50 an hour in Mexico's American-owned maquiladora plants, he said. And that message is being delivered to Congress over and over again.

Donahue agreed with Gore that the United States had negotiated many defective trade agreements in past decades. But he pointed out that the NAFTA deal negotiated by the Bush administration is just as bad.

''It's bad for America. It's a bad deal and a bad idea,'' he said.

More opposition to the agreement surfaced in the week before the House vote, as more than 300 religious leaders called for the defeat of the trade pact.

''NAFTA provides inadequate assurances that economic endeavors will be ecologically sound, respect diverse cultural values, and encourage the social and economic well-being of all citizens, especially the most vulnerable. We urge you to vote against this NAFTA and to seek immediate initiation of a new agreement that upholds these principles,'' the group of Catholic, Protestant and Jewish leaders said.

''Any NAFTA must be measured first by its effect on people, family, community and environment,'' they stressed.

Five Roman Catholic bishops in Mexico issued a statement saying the trade pact would benefit only the rich.

''We cannot agree with a NAFTA that does not contribute to a humane and just development for the countries involved,'' the Mexican bishops said.

Vulnerable workers get hearing on NAFTA

Continued from Page 1

workers at the plant producing parts and doing repairs.

● Clothing and Textile Workers Shirley Johnson and Grace Lambert of the London Fog plant in Baltimore expressed concern that the company's competitors would move operations to Mexico under NAFTA. That would undercut the living standards of London Fog workers, they said.

● Jerry Uselton of the Electronic Workers is from a General Electric Co. plant in Murfreesboro, Tenn., which announced recently it is cutting 300 jobs and is moving operations to Mexico. The entire community would be affected by cutbacks, he said.

● Marvin Miller of the IUE lost his job along with 1,000 other workers when Zenith Corp. shut down operations in Evansville, Ind., in 1987 and moved to Mexico. Luckily, he landed a job with Whirlpool Corp. But Zenith's move prompted a communitywide refusal to buy Zenith products.

● The job of Communications Worker Doris Crouse was wiped out when AT&T closed a manufacturing plant in Radford, Va., in 1991. The company shipped the 2,500 jobs to Matamoros, where Mexican workers earn $7 to $9 a day. The Radford workers had been earning $7 to $9 an hour, Crouse said.

Tommy Thurston of CWA Local 2260 in Richmond, Va., said he was concerned his job at AT&T would go to Mexico if NAFTA is approved.

NAFTA could kill state, local laws

By Sharolyn A. Rosier

Any Californian convicted twice of driving under the influence of alcohol or drugs loses his license under state law. But the North American Free Trade Agreement would allow Mexican drivers to endanger motorists on California's highways even after they have been convicted repeatedly for the same offense.

The California law is just one of thousands of state and local laws on licensing, subsidies, product standards and safety and health that would be pre-empted by NAFTA, according to a report prepared by the AFL-CIO Department of Organization and Field Services.

''If Congress approves NAFTA, it won't be long before state statutes and local laws are under challenge,'' the report concludes. ''Decades of carefully crafted legislation based on sound public policy goals and fine-tuned in the legislative crucible of political compromise and consensus will be up for grabs.''

The U.S. Constitution gives treaties and international agreements the force of law and NAFTA is no exception. Article 105 of the agreement obligates signatory countries ''to ensure that all necessary measures are taken in order to give effect to the provisions to this agreement, including their observance...by state and local governments.''

1981 GATT precedent

The history of the General Agreement on Trades and Tariffs Government Procurement Code of 1981 supports the report's conclusions. The 19 nations that signed the GATT agreement were required to open up their markets to exports from the other nations, effectively nullifying the U.S. Buy America law of 1933.

A GATT trade panel in Geneva in 1992 sided with Canada after it challenged some 200 U.S. state laws. Using a procedure similar to the one proposed under NAFTA, the GATT panel found that some 60 U.S. state tax, transportation, distribution, liquor control, sales and fair pricing statutes designed to help state breweries and wineries were impeding international trade.

As a result, the U.S. government pushed states to amend the offending laws. Called the ''six-pack surprise,'' the GATT beer and wine rulings also contradicted the 21st Amendment to the Constitution, which gives states the authority to regulate beer and wine sales within its borders.

But the GATT experts used a 28-year-old U.S. Supreme Court case, Hostetter vs. Idlewild, which held that state statutes are superseded by laws mandating that the United States comply with its international obligations, according to the report.

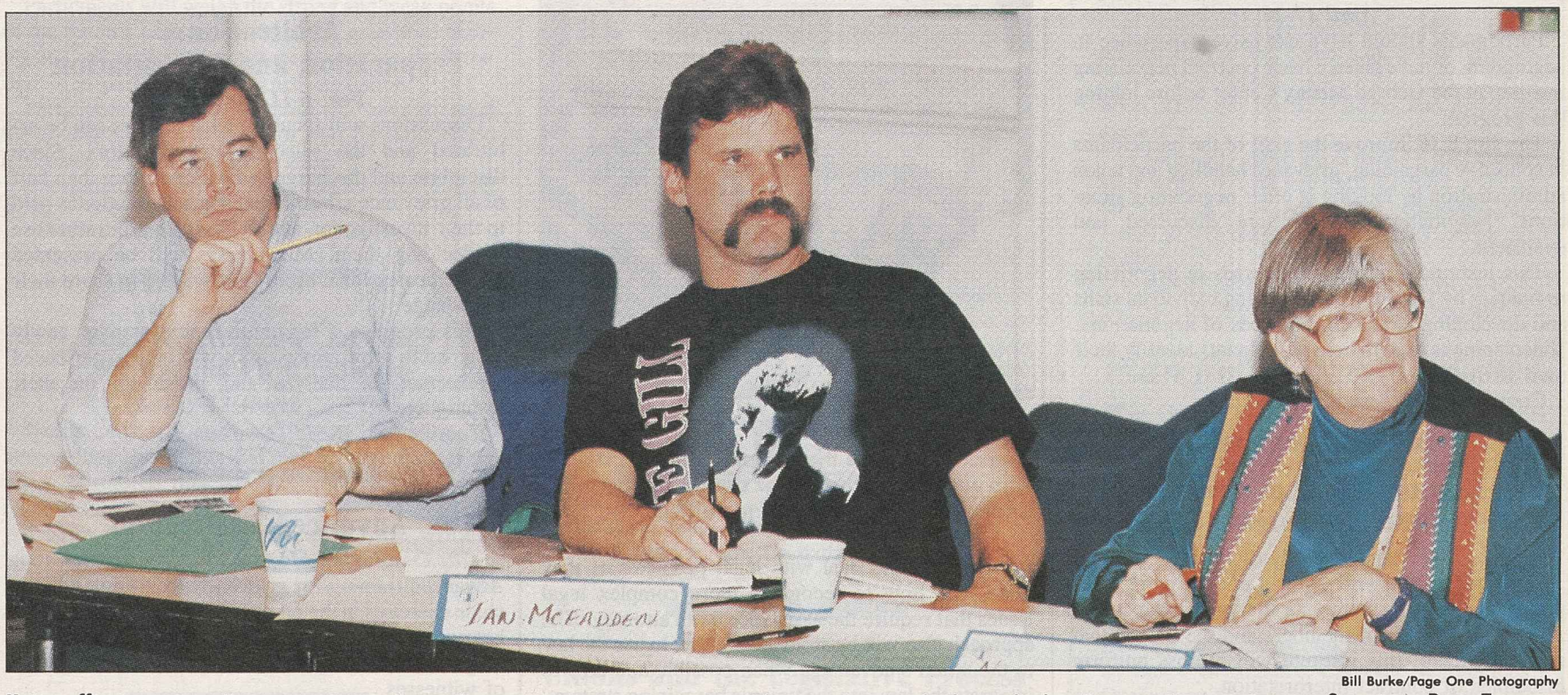
NAFTA also would deny states due process. Disputes under the agreement would be settled in a closed procedure without representation by state or local governments, the report said.

Seven states — California, Hawaii, Louisiana, Minnesota, Montana, Nevada and North Dakota — have reacted by approving resolutions opposing or raising serious concerns about NAFTA's impact on state laws. Similar resolutions are pending in 14 other states.

LABORITE

INSTITUTES

The George Meany Center for Labor Studies offers 44 institutes from November 28, 1993, through June 30, 1994, in Silver Spring, Md., with additional courses planned for the West Coast.



Bill Burke/Page One Photography

Union officers and staff can earn a college degree without interrupting their union work through the George Meany Center. **See story, Page 7.**

Leadership course among additions

Union leaders can choose from 44 institutes through June at the George Meany Center for Labor Studies, including two new titles — Dimensions of Leadership and Workers' Compensation. Center programs are scheduled to go west again this summer as part of the Western Semester, but no firm dates or sites have been chosen.

Workshops described in these four pages run from Nov. 28 through June 30, 1994, at the campus in Silver Spring, Md., except where noted. An application form also is included. All center programs, except for the College Degree Program and the Certified Employment Benefit Specialist Programs, are tuition-free. Center programs are open to elected or appointed staff and officers of all AFL-CIO affiliates.

The two new courses, along with other programs in organizing, negotiating, arbitration, communications, labor law and union building are briefly described in these pages. A complete catalogue is available on request.

The College Degree Program and the Western Semester, once the site is chosen, require a special application form available from the center. Contact the registrar's office at the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md., 20903; telephone (301) 431-6400; or FAX (301) 434-0371.

Any AFL-CIO organization or affiliate that wants to use the center should contact Janis Underwood at the registrar's office.

Organizing Techniques I

Jan. 23-28/March 13-18/June 12-17

This is an introduction to basic organizing skills for new union organizers, and a refresher course for organizers in the private sector.

The course provides an overview of the law as well as strategies for dealing with anti-union arguments and techniques. Through role playing and discussion, participants will learn improved communications skills with application for meetings, house calls or other one-on-one contacts.

Coordinator: *Virginia Diamond*

Internal Organizing

Dec. 12-17

This institute is for those responsible for organizing and developing the support of existing members or for recruiting new members in established units. The course will rely heavily on developing long- and short-term organizing strategies.

Coordinator: *Jeffrey MacDonald*

Advanced Skills in Organizing

May 15-20

Co-sponsored by the AFL-CIO Organizing Institute, this course is for organizers who have completed Organizing I, The Organizing Institute Apprenticeship and/or who have extensive experience in organizing.

Case studies will be used to analyze recent campaigns in order to strengthen an organizer's strategic and analytical thinking. The sessions also highlight skills needed to manage people in a campaign, run multiple campaigns, target larger units and train committees and volunteer organizers.

Coordinator: *Virginia Diamond*

Organizing in the Construction Industry

May 8-13

Building trades organizers get an opportunity to build their skills for local and regional campaigns. Participants will focus on oral and written communications with members, unorganized workers, contractors and purchasers of construction services; regional survey and targeting techniques; and on-site membership recruitment activity.

Participants will engage in simulations under the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

Advanced Organizing Techniques in the Construction Industry

Dec. 13-17

Experienced organizers will work with a team of labor educators and construction organizers on designing and carrying out a local union education program on construction organizing for members.

Participants will study how to build support for construction organizing from a tested program. The program is jointly sponsored by the George Meany Center, Cornell University and the National Organizing Committee of the AFL-CIO Building and Construction Trades Department.

Coordinator: *Robert J. Pleasure*

Labor Law for Organizers

May 1-6

National and local staff with responsibility for and experience in private-sector organizing are invited to this program. A separate course is offered on organizing in the building trades.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act in a campaign (how to avoid having the law run the campaign), the ability to use the law as leverage and make strategic and tactical decisions. The program also will deal with alternative routes to obtaining recognition, including tactics to obtain voluntary recognition and the legal issues those tactics involve.

Coordinator: *Sharon Simon*

Contract Negotiations: Private Sector

Jan. 23-28

This institute is for full-time officers and staff who negotiate agreements in the private sector.

Early sessions focus on the role of the chief negotiator at different points in the bargaining process, including the preparation and design of initial proposals, developing committee work and record-keeping procedures, the structure and function of opening statements, styles of language and economic bargaining and preparation for and direction of the ratification process.

Actual bargaining table tactics, such as the timing and structure of counter-proposals, avoiding bargaining bottlenecks, effective communications at the bargaining table and the use of mediation will be developed through the use of case problems.

Coordinator: *Jeffrey MacDonald*

Advanced Bargaining Skills and Strategies

Jan. 9-14

Building on skills taught in organizing techniques and contract negotiations, this program looks at ways to increase bargaining power internally at the workplace and externally in the community and marketplace.

Coordinator: *Donald Spatz*

Negotiating for Employee Benefits

Feb. 13-18

This program is for union staff and officers who are responsible for negotiating labor agreements in the private sector.

Benefit programs such as pensions, health, dental, life and disability insurance are discussed with a review of bargaining trends and the latest bargaining strategies.

Coordinator: *John Fleming*

The Craft of Negotiating

April 17-22

Participants should have extensive experience in negotiating or have taken a basic contract negotiating institute at the George Meany Center before joining this program.

The aim is to improve the skill of the participants in collective bargaining, grievance handling and union administration by looking at other negotiating situations. Negotiating theories are discussed and evaluated.

This institute differs from courses in negotiating techniques by focusing on sharpening individual skills and developing tactics for all types of negotiations. Videotaping is used to help participants identify their own strengths.

Coordinator: *Jeffrey MacDonald*

Negotiating and Writing Contract Language

Nov. 28-Dec. 3/June 19-24

Designed to improve skills for developing proposals and writing contracts that will protect and improve the rights of members and the unions that represent them, this institute will discuss uniform principles of contract interpretation.

Participants will discuss the need to revise contract provisions to fit the changing workplace and work force and will be cautioned that management negotiators may come to the table with language proposals that substantially alter the traditional rights of unions and employees.

Coordinator: *Sharon Simon*

Contract Negotiations in the Construction Industry

Feb. 13-18

Union officers and staff responsible for negotiating labor agreements with construction industry employers are invited to this program with the goal of improving the bargaining skills of union negotiators in an increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from initial proposals through ratification. The special problems associated with employer association bargaining will be analyzed and discussed with a full review of legal developments as they apply to and have impact on bargaining in the construction industry.

Coordinator: *Donald Spatz*

Contract Negotiations and the Law

Feb. 6-11

The law that governs contract negotiations in the private sector is discussed, with an emphasis on how to recognize and deal with legal problems as they arise, and how to recognize more complex legal issues that require the assistance of an attorney. The approach also will be strategic — how to use the law to the union's advantage when possible and how to integrate the law into the union's bargaining strategy.

Coordinator: *Sharon Simon*



Bill Burke/Page One Photography

These Flight Attendants are among the union members who use the center's facilities. Unions who wish to use the center should contact Janis Underwood at the registrar's office.

Using Computers for Contract Costing

March 13-17

The primary focus of this institute is on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals.

Although Lotus 1-2-3 is used in classes, the skills developed during the program apply to any standard spreadsheet program. Knowledge of computers is not necessary, but it is helpful to know standard contract-costing techniques.

This institute is for union staff or officers whose primary responsibility is contract negotiations or back-up research for negotiators.

Coordinators: *Jeffrey MacDonald and Chuck Hodell*

Bargaining Over New Technology and the Organization of Work

March 6-11

Union officers and staff will be given the knowledge to make choices about new methods and machines. Without union input and oversight, management will make changes to its own advantage — deskilling and eliminating jobs.

Participants will explore alternative technologies and humane work systems, with discussion about what foreign labor movements have done. Also explored will be bargaining over change, contract language, arbitration and legal rights concerning new technology and the organization of work.

Coordinator: *Sharon Simon*

Arbitration: Preparation and Presentation

Feb. 6-11/June 19-24

Discussions will focus on what matters can be arbitrated and the selection of arbitrators. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to their investigation and to the rules arbitrators use in deciding them. Mock cases will be presented before professional arbitrators willing to share their knowledge.

This program is for union representatives newly assigned to arbitration, and it will help experienced representatives analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Advanced Arbitration

May 22-27

Advanced training for grievance arbitration will include exercises in the preparation and writing of post-hearing briefs, as well as discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Arbitration in the Federal Sector

Jan. 9-14

Mock cases will be presented before professional arbitrators with experience in the federal sector. The cases will be videotaped and played back for analysis.

This institute is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Standards of Discipline and Discharge in Arbitration

Jan. 23-28

Participants will hear from arbitrators and examine case studies that concentrate on the concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases; discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation is limited to those who attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Application to enroll in a program at the George Meany Center

To reserve a place in a George Meany Center program, please complete an application and mail it with your payment of $160 to the George Meany Center; $110 will be credited to your room and board bill and $50 will cover your registration fee. The deposit for registrants who commute to class is $90. It covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received two weeks before the program. Please make the check payable to the George Meany Center for Labor Studies.

For more information about any program, call the Registration Office at 301/431-6400, or FAX 301/434-0371.

Center Registrations
George Meany Center for Labor Studies
10000 New Hampshire Ave.
Silver Spring, Md. 20903

Check One

- ❑ Commuting to class
- ❑ Single room @ $110 daily
- ❑ Double room @ $85 daily person with (name) _____

Please specify any disability:

_____

Please Print or Type

Please enroll me (course): _____

Dates: _____ Enclosed is a deposit of $_____*

*(Deposit and registration fee required with application)

Name: Mr./Ms. _____

Address: _____ City: _____ State: _____ ZIP _____

Sponsoring Union: _____ Local Union Number _____

Union Position: _____

Business Phone: ( ) _____ Signature _____ Date _____

If you wish to charge your deposit the following must be completed:

❑ Visa ❑ Mastercard ❑ American Express

Account Number _____ Expiration Date: _____

Amount: _____ Authorized Signature _____

**Prices are subject to change without notice.*

Send me information on: (please check) ❑ Western Semester

❑ Off Center ❑ College Degree Progam ❑ Labor's Heritage

Effective Grievance Administration

March 13-18

The course will use all the techniques of the arbitration course — careful preparation of evidence, case analysis, orderly presentation — applied in simulated cases.

Participants will weigh the strong and weak points of the union's case as argued in the grievance hearing and will explore alternatives to traditional arbitration — in particular, grievance mediation.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinators: *David G. Alexander and Russell Allen*

Newswriting and Editing for Union Publications

Jan. 9-14/March 20-25

Union editors and staff get coaching on newswriting and editing and pick up ideas from other union editors on how to make a union publication more readable and credible.

Classes focus on newswriting, feature writing, labor laws for editors (libel and Landrum-Griffin), headline writing, photo editing, resources and layout and design.

Coordinator: *Louise D. Walsh*

TV: The Cool Medium

Jan. 18-21

A three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will face video cameras in many exercises — a hostile confrontation, a panel discussion, an in-studio interview and 60- and 20-second addresses. These sessions may be tailored to individual unions if an affiliate wishes to train its staff in certain areas.

One session focuses on working with TV reporters while another concentrates on relating to the camera.

Coordinator: *Gene Morrill*

Effective Writing

Dec. 5-10/April 24-29

Different writing formats are examined — including union correspondence, contract summaries, committee reports, position statements, speeches, leaflets, newsletter articles and public service announcements.

Participants complete writing exercises and revise their own writing each day. Individual coaching by professional writers and editors is a central part of this program. Class size is limited to 18.

Coordinator: *Louise D. Walsh*

Effective Speaking

May 1-6

This workshop focuses on preparation and delivery of speeches with daily assignments on a variety of speaking situations. Exercises are videotaped for critique, emphasizing listening skills to help students become more attentive and responsive.

Coordinator: *Gene Morrill*

How to Make a Videotape

May 22-27

This workshop is for full-time local union staff who want to learn the basics of how to create short and inexpensive videotapes for their members and/or communities.

The emphasis will be on video scriptwriting, although other elements of videotape production will be presented. Videotape specialists will lead this workshop. This is not a workshop on how to edit videotape.

Class size is limited to 20 participants.

Coordinator: *Louise D. Walsh*

New Staff Program

Nov. 28-Dec. 10/June 5-17

The aim of this program for new full-time union staff is to develop personal skills needed for the many different roles of a union staff member; to improve planning skills needed to manage a contract negotiation and to organize a campaign to revitalize a local union; and to provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinators: *Donald Spatz, Jeffrey MacDonald and Diana Linton*

Dimensions of Leadership

Feb. 27-March 4

This institute takes a fresh look at the dimensions of leadership that enable union leaders to best accomplish their group's purpose. Participants will explore effective self-management, ethical dimensions of decision-making, leadership styles, administrative responsibilities, conflict resolutions and attributes of effective leaders.

This institute is restricted to experienced, full-time union officers and staff representatives who have administrative responsibilities.

Coordinator: *Louise D. Walsh*

Unions and the Legislative Process

Jan. 23-28

Union representatives are taught how to be more effective in the legislative process, particularly at the national level, focusing on how to develop grass-roots activities, how to take advantage of communication opportunities, how bills become laws (substantively and procedurally), how to identify and work with allies and other techniques of legislative advocacy.

This course is recommended for union representatives with legislative responsibilities either for national unions, local unions or state and local federations. The program is co-sponsored by the AFL-CIO Department of Legislation.

Coordinator: *Donald Spatz*

Labor Relations in the Federal Sector

Nov. 29-Dec. 3/Feb. 28-March 4

This weeklong institute will provide an overview for unionists representing workers in the federal sector. The institute will be taught by professionals in labor relations who have extensive experience in the federal sector.

Subjects include collective bargaining in the federal sector, grievance handling and arbitration, how to deal with adverse and performance-based actions and strengthening the union from within.

Coordinator: *David G. Alexander*

Effective Union Action in Civil Rights

April 17-21

The AFL-CIO Civil Rights Department's annual conference is planned for unionists designated by their union to work in civil rights and women's rights, although other officers and staff members interested in the subject may find it useful.

Coordinator: *Louise D. Walsh*

Service Contract Act: Collective Bargaining and Organizing

Jan. 18-21

Developed by the AFL-CIO Economic Research Department and offered cooperatively with the George Meany Center for Labor Studies and the AFL-CIO Department of Organization and Field Services, this program is for union officers and staff who either service or organize workers covered by the Service Contract Act. The Service Contract Act is a federal prevailing wage act that covers private-sector workers providing services under federal contract.

Coordinator: *Jeffrey MacDonald*

Earn a college degree

You can earn a college degree without interrupting your union work. The college degree program at the George Meany Center for Labor Studies leads to a bachelor of arts degree in labor studies from Antioch University.

In addition to an application fee of $25, a $75 administrative and counseling fee is required if you are accepted. Tuition costs $50 a credit hour ($250 per course). Books and materials are extra.

A room and three good meals a day during your week-in-residence each semester will cost the same as for other center programs, currently $110 a day single occupancy, $85 a day double.

For more information, call 800/GMC-4-CDP and ask for the College Degree Program.

Plan for Western Semester

The George Meany Center for Labor Studies and the AFL-CIO Department of Education again will offer a series of education/training programs this summer. The Western Semester program will be held on the West Coast at a site and date to be announced next year.

Courses expected to be held on the West Coast will be Arbitration, Effective Grievance Administration, Contract Campaigns, Labor Law in the Construction Industry, Community-Based Organizing, Contract Negotiations, Organizing Techniques I, Newswriting and Editing for Union Publications, Effective Writing, Desktop Publishing, Teaching Techniques for Labor Education, One-on-One Coordinator Training, Effective Speaking and Internal Union Organizing.

Enrollment is limited to elected or appointed staff and officers of AFL-CIO affiliates. Because of limited space, first priority goes to those applicants west of the Mississippi River.

For more information on the 1994 Western Semester program, please write: Western Semester, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903; or call 301/431-6400: FAX 301/434-0371.

Up to date with OFF CENTER

OFF CENTER, the award-winning quarterly audio magazine, offers unionists timely information on labor law, organizing, leadership, communications, collective bargaining and labor arts.

Jointly produced by the George Meany Center for Labor Studies and the AFL-CIO Education Department, OFF CENTER's audio format includes interviews, features, quick tips and original music.

The annual subscription for four cassettes is $24, two years for $42, and three years for $56. Send a check made payable to the George Meany Center at 10000 New Hampshire Ave., Silver Spring, Md. 20903, or charge it to Visa, Mastercard or American Express. Call 301/431-6400; FAX 301/434-0371.

Labor history on display

As part of its outreach program, The George Meany Memorial Archives provides space for exhibits that draw attention to the heritage of American workers. Subjects that depict labor history as well as portray contemporary worklife are eligible. Scheduled exhibits include:

Triangle Fire (November 1993 to March 1994) — The Ladies' Garment Workers' effort to educate people about the significance of the 1911 Triangle Shirtwaist fire through photographs, newspaper editorials and cartoons.

Changing Landscape of Labor (April to June 1994) — Michael Jacobson-Hardy's photographic depiction of the changing face of industrial labor in New England in the late 20th century.

Stolen Dreams: Portraits of Working Children (July to September 1994) — David Parker's photographic record of contemporary child workers in Mexico and Southeast Asia.

For more information, call 301/431-5441.

Certified Employee Benefit Specialist Programs (III & IX)

Jan. 10-14/June 6-10

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations in the employee benefits field on topics such as insurance for life, health and other group benefits; Social Security, savings plans and other retirement arrangements; and the contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework in which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

Coordinator: *Jeffrey MacDonald*

Teaching Techniques II

March 6-11

This institute is a weeklong follow up to the basic teaching techniques for a labor education course and is jointly sponsored with the AFL-CIO Department of Education. The program will help participants further refine their teaching skills and introduce them to additional techniques.

Several sessions will focus on how to develop teaching materials, such as role plays, questionnaires and case problems.

Coordinators: *Marjorie Rachlin, Donald Spatz, Diana Linton and Susan Washington*

Occupational Safety and Health

April 10-15

Union officials are assisted in responding effectively to the complex problems relating to chemical and physical hazards in the workplace through a mix of problem-solving approaches — contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies and mobilizing community support around health and safety issues.

Coordinator: *Donald Spatz*

Union Issues for Working Women

May 22-27

Concerns for female workers are identified while new approaches are developed to tap the energy that millions of women bring to the trade union movement. Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

Coordinator: *Diana Linton*

Labor Law in the Construction Industry

March 20-25

The institute will cover union referral practices; union regulation of work and anti-trust laws; nontraditional economic pressures; corporate change in the employing unit, including the problems of double-breasted contractors, bankruptcies and mergers; union security, union dues and related legal issues; collective bargaining and contract enforcement in multiemployer bargaining units; and ERISA and job-creating investments.

Coordinator: *Robert J. Pleasure*

George Meany Center

CALENDAR

Institutes in **bold** type are open to full-time officers, representatives and staff members of all AFL-CIO affiliates. Those in light type are for the listed organizations only.

NOVEMBER 1993

28-Dec. 3
Negotiating and Writing Contract Language

28-Dec. 2
Carpenters

28-Dec. 10
New Staff Program

29-Dec. 3
Labor Relations in the Federal Sector

DECEMBER

4-9
Amalgamated Transit Union

5-10
Effective Writing

5-10
Air Traffic Controllers

12-16
Advanced Organizing Techniques in the Construction Industry

12-17
Carpenters

12-17
Internal Organizing

JANUARY 1994

9-14
Arbitration in the Federal Sector

9-14
Advanced Bargaining Skills and Strategies

9-14
Newswriting and Editing for Union Publications

10-14
Certified Employee Benefit Specialist Programs

9-14
Bakery, Confectionery and Tobacco Workers

16-21
Brotherhood of Maintenance of Way Employees

18-21
TV: The Cool Medium

18-21
Service Contract Act: Collective Bargaining and Organizing

22-28
AFL-CIO COPE

23-28
Unions and the Legislative Process

23-28
Standards of Discipline and Discharge in Arbitration

23-28
Contract Negotiations: Private Sector

23-28
Organizing Techniques I

29-Feb. 4
College Degree Program

FEBRUARY

6-11
Arbitration: Preparation and Presentation

6-11
Contract Negotiations and the Law

6-11
Letter Carriers

6-March 5
American Institute for Free Labor Development

7-10
Flight Attendants

13-18
Contract Negotiations in the Construction Industry

13-18
Negotiating for Employee Benefits

13-18
AFSCME

13-18
Bakery, Confectionery and Tobacco Workers

18-21
The Newspaper Guild

27-March 4
Dimensions of Leadership

27-March 4
AFT

27-March 4
Transportation Communications Union

28-March 4
Labor Relations in the Federal Sector

MARCH

5-9
Amalgamated Transit Union

6-11
Bargaining Over New Technology and Forms of Work Organization

6-11
Teaching Techniques II

13-17
Using Computers for Contract Costing

13-18
Effective Grievance Administration

13-18
Organizing Techniques I

13-18
Laborers

20-25
Newswriting and Editing for Union Publications

20-25
Labor Law in the Construction Industry

20-April 16
American Institute for Free Labor Development

20-25
African American Labor Center

20-25
Letter Carriers

21-26
Air Traffic Controllers

26-31
Amalgamated Transit Union

27-April 2
Bricklayers

APRIL

5-8
Ladies' Garment Workers

9-29
African American Labor Center

10-14
Flight Attendants

10-15
AFSCME

10-15
Occupational Safety and Health

17-21
Effective Union Action for Civil Rights

17-22
Craft of Negotiating

24-29
Effective Writing

24-29
Transportation Communications Union

24-29
Sheet Metal Workers

24-May 6
Communications Workers

MAY

1-5
Air Line Pilots

1-6
Effective Speaking

1-6
Labor Law for Organizers

1-28
American Institute for Free Labor Development

8-13
Organizing in the Construction Industry

8-13
Chemical Workers

8-13
Brotherhood of Maintenance of Way Employees

15-19
Advanced Skills in Organizing

15-20
Bakery, Confectionery and Tobacco Workers

15-20
Carpenters

16-21
Air Traffic Controllers

22-27
Union Issues for Working Women

22-27
How to Make a Videotape

22-27
Advanced Arbitration

22-27
AFT

JUNE

4-8
Amalgamated Transit Union

4-11
American Institute for Free Labor Development

4-24
African American Labor Center

5-17
New Staff Program

6-10
Certified Employee Benefit Specialist Programs

12-17
Transportation Communications Union

12-17
Organizing Techniques I

19-24
Arbitration: Preparation and Presentation

19-24
Negotiating and Writing Contract Language

19-24
AFSCME

19-July 16
American Institute for Free Labor Development

20-25
Air Traffic Controllers

26-July 1
AFT

JULY

9-14
Amalgamated Transit Union

10-15
Transportation Communications Union

11-16
Air Traffic Controllers

23-28
Amalgamated Transit Union

30-August 5
College Degree Program

United, American airline talks near deadlines

As the clock ticked down to the deadline, the Machinists and Air Line Pilots intensified their negotiations with United Airlines on the unions' bid to buy the troubled carrier.

Meanwhile, the unaffiliated Association of Professional Flight Attendants said a strike at American Airlines was likely during the Thanksgiving holiday if a new contract has not been signed.

At United, the company announced Nov. 5 it had offered to preserve some 5,200 jobs in its flight kitchens if the employees accepted a 15 percent pay cut and reduced benefits. The company had previously set a Nov. 13 deadline to sell the kitchens. The unions' buyout effort was designed to save jobs in the face of cost-cutting moves by United.

UAL officials also said they were considering selling the jet repair division of its San Francisco area operations, putting thousands of IAM members out of work.

In the three months of talks, the two unions, along with the Flight Attendants, had offered to reduce wages and benefits by more than $3 billion over five years in return for a 60 percent stake in the company. The AFA dropped out of the talks after United opened a flight attendant base in Taiwan, exporting hundreds of jobs.

The yearlong talks between the attendants and American broke off Oct. 30 as a 30-day cooling-off period expired. The boycott was announced after the company imposed parts of its contract offer, including a pay offer that APFA President Denise Hedges called ''an insult.''

The new pay rates amount to a 7.5 percent increase over four years, the union said. The APFA had sought a 16 percent hike over three years. The APFA represents 21,000 American flight attendants.

American said it also was imposing a new health benefits program that would require employee contributions and unilaterally reducing the minimum staffing levels for flight attendants.

AFL-CIO: Air quality hurts many on job

By Colleen M. O'Neill

Poor indoor air quality is a leading complaint for a great many workers, the AFL-CIO told a congressional panel in urging the adoption of legislation to tighten regulations.

''Our affiliated unions receive countless calls from members suffering from the allergy-like symptoms, dizziness, nausea and other disorders that poor indoor air quality can cause,'' said Lynn Rhinehart, an AFL-CIO occupational safety and health specialist.

''In addition, a number of our unions have had incidents where members have become seriously ill or have died because of building-related illness'' such as Legionnaire's Disease, tuberculosis and multiple chemical sensitivity disorders, she said.

''The Environmental Protection Agency estimated in its 1989 Report to Congress that poor indoor air quality costs tens of billions of dollars each year in medical expenses and lost productivity,'' she told the House Energy and Commerce's subcommittee on health and environment.

''Other surveys have found that anywhere from 25 percent to 50 percent of workers take at least one day off from work each year due to ailments caused by indoor air pollution.''

She said federal efforts — by the EPA and the Occupational Safety and Health Administration — to contend with the problem had done little to improve indoor air quality. In fact, OSHA has yet to act on a petition by the AFL-CIO and 14 affiliated unions to regulate indoor air quality, a petition that is nearly two years old.

The AFL-CIO backs provisions within legislation — H.R. 2919, The Indoor Air Act of 1993 — directing EPA to establish programs for accreditation for training workers and certifying indoor air contractors.

However, Rhinehart said, a role needs to be established for the National Institute for Occupational Safety and Health in assessing indoor air quality, and OSHA needs to be told to put regulations on workplace indoor air quality into effect.

''Moreover, we believe the legislation should be modified so that it reflects OSHA's responsibility for protecting workers,'' she said.

Some business representatives expressed agreement with that point, including the National Association of Manufacturers and the Business Council on Indoor Air.

The Senate passed its version of the measure, S. 656, by unanimous consent Oct. 29. Subcommittee Chairman Rep. Henry A. Waxman (D-Calif.) has said he would like to move the House version forward soon.



HERE photo

More than 1,000 Hotel Employees and Restaurant Employees send a message of "We Make the Magic" before negotiations with Disneyland and the Hilton Corp. The union is seeking jobs in a proposed expansion.

Inbrief

Regulatory review order is welcomed

The AFL-CIO welcomed President Clinton's executive order on regulatory review and planning, noting the ''substantial improvements'' made in the federal government's review process.

The order opens up the review process to public scrutiny by requiring disclosure of all communications with outside parties. It also sets strict timetables for OMB reviews to facilitate the prompt promulgation of regulations and establishes a more rational governmentwide planning process for coordinating regulatory activities.

''At the same time, the AFL-CIO is disappointed that the order does not address other longstanding shortcomings of the review process,'' the federation said in a statement. ''The order largely maintains the status quo on the criteria and substantive standards OMB employs in conducting its reviews, and the order may create additional hurdles for agencies in promulgating needed regulations.''

Bethea Nursing Home fined a third time

Darlington, S.C.

For the third time in three years, Bethea Baptist Nursing Home has been ordered to pay for violations of federal labor law.

The National Labor Relations Board agreed the nursing home owed $85,000 in back pay to members of Food and Commercial Workers Local 204, who were illegally denied wage increases in 1990 and 1991.

''Today's victory is another step on the road to justice at Bethea,'' said Local 204 Representative Eileen Hanson. ''These workers have shown the strength and determination to break the pattern of injustice and lawbreaking that is the mark of management at Bethea.''

Bethea in 1990 paid approximately $100,000 to workers in a race and sex discrimination case. In 1992, workers received about $45,000 in back pay as a result of violations of federal wage and hour laws.

Earlier this year, the NLRB ordered Bethea to bargain in good faith with the union, although no agreement has yet been reached.

The tactics stem from an illegal management effort to discourage union activity at the home, Hanson added. Not only have workers been denied two years of wage increases, a union supporter was illegally fired and another worker was illegally reduced to part-time status, the NLRB said.

Working conditions for Latinos deplored

The California State Senate focused its attention recently on the dangers and toxic chemicals threatening thousands of Spanish-speaking workers.

One instance capturing the attention of lawmakers is that of subcontractors in the petrochemical industry who bring in Latino laborers to perform hazardous operations in the oil refineries. The workers have no idea of the potential dangers they face, and are threatened with firing if they speak up at all.

Testifying recently before a State Senate panel were Steve Nutter, regional director for the Ladies' Garment Workers, and Ernesto Medrano, a Machinists representative. Cal/OSHA, in response to the criticism of Latino laborers' working conditions, promised Oct. 19 to increase the number of inspectors based in Southern California.

On-the-job fatalities tallied in DOL report

The U.S. Department of Labor's Bureau of Labor Statistics released the results of the first National Census of Fatal Occupational Injuries Oct. 1.

The report showed that a third of the 6,083 officially counted deaths on the job in 1992 were from highway accidents and homicides. Men accounted for 90 percent of workplace deaths, while women were most likely to die by homicide.

Occupations with the highest number of deaths included transportation equipment operators, farm and construction workers, laborers and salesworkers.

U.S. report shows higher injury costs

Federal government workers' injuries related to repetitive motion cost $6.6 million more in 1991 than previous years, while the costs of injuries among workers in federal law enforcement increased $10 million.

The Tennessee Valley Administration, U.S. Postal Service and U.S. Department of the Interior had the highest rates of injury and illness claims, according to a report issued in September by the Department of Labor.

Claims for occupational disease rose by 6 percent, while claims for traumatic injury were down 12.6 percent. The rate of claims for civilian workers rose just slighly from the previous report.

Unemployment inches up after two-month pause

By John R. Oravec

Banking on hopes that more jobs would be available, nearly 740,000 persons entered the labor force in October. About 470,000 found some kind of work, but 8.8 million other workers did not.

As a result, the nation's unemployment rate rose to 6.8 percent after holding at 6.7 percent for two months, the Bureau of Labor Statistics reported.

The BLS establishment survey showed that companies added 177,000 workers to their payrolls, the largest gain in three months. However, most of the job gains came in the lower-paying services sector.

Nearly 40 percent of the pickup came from temporary help agencies — the so-called personnel supply services, which now account for 2.1 million jobs in the work force.

Another 6.2 million workers held part-time jobs in October because they could not find full-time employment.

Adding the 6.2 million part-timers to the 8.8 million officially unemployed and 1.1 million discouraged workers who have given up the futile hunt for jobs, AFL-CIO economist Mark Roberts pointed out that 16.1 million workers were trapped in unemployment or under-employment last month.

Only about 3.5 million jobless workers — less than half of the officially unemployed — were drawing unemployment benefits last month, including 2.4 million under state unemployment insurance.

But with the Oct. 2 expiration of the Emergency Unemployment Compensation program, the number of long-term jobless receiving federal benefits dropped to 1.1 million from 1.4 million in September.

Legislation for a four-month extension of the EUC program has been bottled up in Congress for several weeks. Under the proposal, workers who exhaust their regular 26 weeks of state UI benefits would be eligible for seven or 13 weeks of additional EUC benefits, depending on the state's unemployment rate.

Roberts noted that recovery from the Bush recession remains sluggish. In the 31 months since the bottom of the recession in March 1991, the economy has generated only 2.3 million jobs. Over the same time frame, 7.2 million job were added after the 1974-75 recession and 8.6 million jobs were gained after 1981-82 recession.

BLS Commissioner Katherine G. Abraham told the Joint Economic Committee of Congress that a 30,000-jobs gain in construction employment last month was the best showing since May.

Despite the October increase, the jobless rate in construction was 13.7 percent, down slightly from September but a substantial improvement from the 16.1 percent rate in October 1992. Economists have been expecting gains in construction hiring with the upturn in housing starts and new home sales. Both were up strongly in September.

With factory payrolls expanding by 13,000, Abraham said October was the first month since February that manufacturing employment has not declined. In the intervening seven months, 250,000 factory jobs were lost.

Much of the October increase was in auto manufacturing, BLS reported. Payrolls also rose in lumber and wood products, as well as in the stone, clay and glass industries. Defense-related jobs in aircraft and instruments continued to decline, as did jobs in the apparel industry.

The manufacturing workweek edged up 0.1 hour to 41.6 hours, matching the post-World War II high of February 1966. Factory overtime rose 0.2 hour to an all-time record of 4.3 hours.

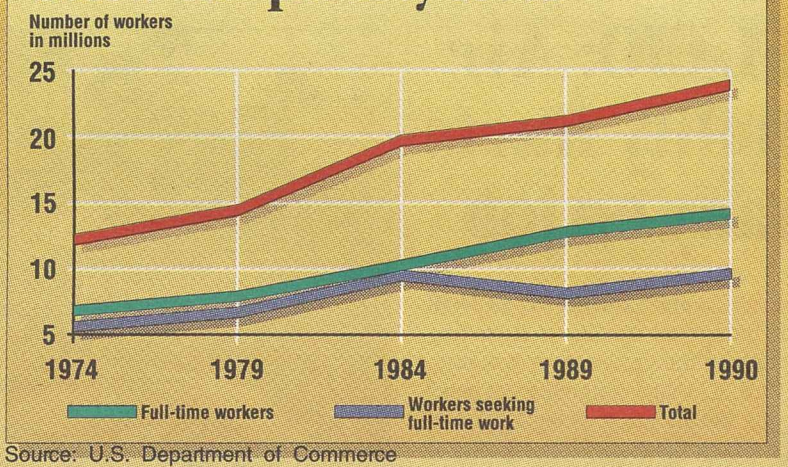
By resorting to temporary help and increased overtime, Abraham observed that some employers continue to resist the need to add new workers to their payrolls, avoiding payment to new hires of benefits, particulary health care coverage.

California continued to be saddled with the highest unemployment of any industrialized state, with its jobless rate rising from 9.4 percent to 9.8 percent in October.

Other major states exceeding the national jobless rate were New York, 7.9 percent; Illinois, 7.8 percent; Texas, 7.5 percent; Florida, 7.1 percent; Pennsylvania, 7 percent; and Michigan and New Jersey at 6.9 percent.

Significant statistics

Full-time workers earning below the poverty level



Source: U.S. Department of Commerce

Adding persons who spent at least 50 weeks during the year at work or looking for work, or who worked less than 35 hours a week involuntarily, the number of people earning below the poverty level of $12,195 had reached 24.3 million in 1990. The rise in the prevalence of low earnings dates from 1979, increasing from 12.1 percent to 18 percent. As of October 1993, 10.1 percent of the U.S. work force was unemployed or underemployed, including 6.2 million in part-time jobs because they could not find full-time work and another 1.1 million who have given up the futile quest for jobs. Many other full-time workers were not earning a living wage.

Unemployment rate
October 6.8 percent
Jobless workers 8.8 million

Leading indicators
September +0.5 percent

Construction spending
September $471.3 billion
Change +0.8 percent

Factory orders
September $255.2 billion
Change +0.7 percent

Producer price index
October -0.2 percent

AFL-CIO NEWSGRAFIC

Slow economic recovery holds down growth in bargained wages

The sluggish economic recovery from the 1990-91 Bush recession cut into major collective bargaining settlements negotiated in the third quarter. Average wage gains under the new agreements covering 430,000 workers are lower than in the contracts they replaced, the Bureau of Labor Statistics reported.

Settlements reached in the July-September period provide for wage increases averaging 1 percent in the first year and 1.6 percent annually over the contract term.

The last time the same parties bargained, about three years ago, the settlements brought first-year wage gains of 3.6 percent and 2.9 percent annually over the term.

While most of the 87 major agreements provide for higher pay settlements, others maintain the same wage rates or call for reductions. At Northwest Airlines, for example, workers agreed to pay concessions in exchange for stock holdings and union seats on the company's board of directors.

AFL-CIO economist John Zalusky noted that with improving projections for the construction industry, modest but better settlements in the building trades call for average pay increases of 1.6 percent in the first year and 2 percent over the term.

Despite the economically crimped settlements, Zalusky pointed out that union workers continue to maintain a significant pay advantage over non-union workers. Based on BLS data released this year, wages and benefits for workers under union contract averaged $21.86 an hour. For non-union workers the average compensation amounted to $15.76.

According to the employer cost index (ECI) that BLS issued last month, Zalusky said union wages and benefits increased 4.2 percent over the year, while total non-union compensation rose 3.6 percent.

Overall, the ECI data showed that wages and salaries rose 3 percent but benefits increased 4.9 percent.

During the 12 months ended on Sept. 30, BLS reported that 382 settlements were reached covering 1.5 million workers to provide first-year wage gains of 2.3 percent and 3.5 percent annually over the contract term.

Over the past 12 months, lump-sum payments that are not calculated into the wage increases were negotiated in 34 new agreements covering 175,000 workers, but were dropped in 25 contracts covering 81,000 workers.

BLS said lump-sum provisions are now in effect for 36 percent of the 5.5 million workers under major settlements for bargaining units of 1,000 or more workers.

Cost-of-living adjustment clauses were dropped in 14 settlements, while two settlements covering 5,000 workers added the COLAs.

In other economic reports:

- Worker productivity surged in non-farm private industry during the third quarter at a strong annual rate of 3.9 percent.

BLS said the productivity pickup stemmed from a 4.1 percent increase in output while real hourly pay edged up only 2.3 percent and unit labor costs dropped 0.4 percent.

In manufacturing, where worker productivity outpaced other sectors of the economy in recent years, output per hour rose at a 2.4 percent rate. Real hourly wages increased 2.4 percent and unit labor costs were up 1.2 percent.

Productivity in durable goods industries rose 3.1 percent, compared with a 1.3 percent rise in the non-durable goods sector.

- Factory orders posted sizable gains for the second month in succession, rising 0.7 percent in September after a 1.2 percent increase in August, the Commerce Department reported.

The orders for manufactured goods went up $1.8 billion to $255.2 billion in the latest reporting month while shipments increased 1.4 percent to $260.2 billion, the highest level on record. Unfilled orders declined 1.1 percent to $450 billion, the lowest level since mid-1988.

For the first nine months of the year, factory orders are running 5.9 percent ahead of last year's pace.

- The government's composite index of leading economic indicators rose 0.5 percent in September to post the third increase in four months.

The Commerce Department said the gain came on the heels of a 0.9 percent pickup in August and an unchanged reading in July. Six of the 11 indicators in the index contributed to the rise.

— John R. Oravec

Inbrief

Philly Gas Works pact adds bonus, pay hikes

Philadelphia

The Service Employees' Gas Works Employees ratified a new five-year contract that provides a $1,000 first-year bonus and general pay hikes totaling 14.5 percent for the contract.

The workers had been locked out for 12 weeks before the agreement was reached.

Workers, who ratified the contract by a 4-1 margin, will see the $1,000 bonus within 30 days, with across-the-board increases of 3 percent in 1994, 3.5 percent in 1995 and 4 percent in 1996 and 1997. Shift bonuses and overtime meal allowances also were increased under the pact, which runs through May 1998.

PGW will continue to pay the full premium for individual or family health benefits up to a cap through 1994. After that, workers who want family coverage will pay about $10 in weekly premiums.

The company also agreed to modify its sick leave policy for workers with less than 10 years' seniority. Workers previously were not paid for the first two days of any absence. Now, workers will lose only one day of pay.

Kansas delegates hold rally against NAFTA

Topeka, Kan.

Nearly 350 delegates to the Kansas AFL-CIO convention gave their legislators a resounding message against the North American Free Trade Agreement during a rally at the state capitol.

The convention also passed a resolution opposing NAFTA and others supporting the Workplace Fairness Bill, health care and Occupational Safety and Health Act reform, state prevailing wage legislation and a fair-share service fee.

In addition, delegates voted to have 2 cents per member per month sent directly to the Union Label Council for the state federation.

Re-elected were President Dale Moore, Executive Secretary-Treasurer Jim DeHoff and Executive Vice President Wayne Michael, along with the 17-member executive board.

Rhode Island votes to raise per capita

Delegates to the Rhode Island AFL-CIO convention, meeting under the theme of "Organizing New Members for Strength," voted to raise per capita.

Delegates approved a 5-cent per capita increase, effective Jan. 1, and elected Frank J. Montanaro to his first full term as president. George H. Nee was re-elected secretary-treasurer.

Other resolutions included one in memory of the late Arthur E. Coia, former general secretary-treasurer of the Laborers.

Farm Workers President Arturo Rodriguez stirred the 550 delegates with a report on the revitalized grape boycott and UFW organizing efforts, while the keynote was given by AFL-CIO Director of Organization and Field Services Joseph J. Shantz.



Raymond Crowell/Page One Photography

About 60 Girl Scouts from the Washington, D.C. area brought eager interest to an Oct. 30 American labor clinic that could lead to a merit badge. Another 150 Girl Scouts signed up for future clinics, which are sponsored by Communications Workers Locals 2108 and 2336 with assistance from the AFT and the AFL-CIO.

Newsmakers

AFT President **Albert Shanker** and National Education Association President **Keith Geiger** led teams from their unions in a second meeting on issues related to a possible merger. The meeting, held Nov. 1-2 in Washington, was on the structure, governance and operations of each organization. Future meetings of the teams are set for Nov. 15-16 in Washington and Dec. 16-17 in New York.

The Senate has confirmed **Joseph Dear** as assistant secretary of labor for occupational safety and health. He previously had served as research director for the Washington State AFL-CIO and as director of the state department of labor and industries.

Salt Lake County, Utah, now has an Ed Mayne Street, named in honor of Utah AFL-CIO President **Ed Mayne.** "This man is a legend," said Salt Lake County Commissioner **Randy Horiuchi.** "We are so lucky to have him battling for equal opportunity and better conditions for our working men and women."

AWARDS

Laborers President **Arthur A. Coia** and Secretary-Treasurer **James J. Norwood** received the National Capital Area Leukemia Society Courage Award for their fights against illnesses and for their tireless leadership. Coia was diagnosed with Hodgkin's disease and Norwood with leukemia after taking leadership roles in the union.

Richard Perry, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, and **Joyce Miller,** executive director of the Labor Department's Glass Ceiling Commission, will be presented the 1993 Sol Stetin Awards by the American Labor Museum/Botto House at its annnual dinner at The Tides in North Haledon, N.J., on Nov. 18. The Botto House, where Paterson Silk strikers rallied in 1913, was declared a national historic landmark in 1982. For information, call 201/595-7953.

DEATHS

F. Howard McGuigan, a former AFL-CIO legislative representative, died Nov. 8 at his home in North Carolina. He had lung cancer.

McGuigan was a charter member of the Retail Clerks Local 639A and a member for 15 years of the The Newspaper Guild Local 35. He was the 1979 Guild Member of the Year.

McGuigan was active in all facets of the movement, serving as secretary and treasurer of the Washington Central Labor Council and vice president of the Maryland and D.C. AFL-CIO, as well as being a legislative representative for the national office.

He is survived by his wife, Helen, of Pinehurst, N.C.; one daughter, Patricia, of Tampa, Fla.; three grandchildren; and one great-grandchild.

Resources

The George Meany Center will sponsor a symposium on the **Equal Pay Act of 1963 and Its Legacy** at the Meany Archives Nov. 21-22. A limited number of places are available. Contact Janet O'Conner at 301/431-5449 for reservations. Registration is free, but lunch is $8.

PUBLICATIONS

Total Quality Partnership — A Vision for the Future details actions needed to build a full partnership between government and federal workers and their unions. The report was developed by the Government Employees and the unaffiliated National Treasury Employees Union and National Federation of Federal Employees. Contact Diane Witiak of AFGE at 202/639-6423.

Several new reports are available from the AFL-CIO Food and Allied Service Trades Department. **A Report on the Future of Food — Promise or Peril?** provides information on biotechnology; **Ergonomics: A Source Book** offers help on ergonomic issues; and **South of the Border: A Report on the Food and Allied Services Industries** provides information on companies that are involved in trade and production in Latin America. Copies are available from FAST at 815 16th St. N.W., Room 408, Washington, D.C. 20006.

Alitalia, Lakewood added to boycott list

The AFL-CIO added two more anti-worker companies to its boycott list — Alitalia Airlines of New York and Lakewood Engineering and Manufacturing Inc. of Chicago.

The Machinists struck Alitalia Airlines Sept. 2 after three years of fruitless contract negotiations with the Italian government's subsidized company. IAM members in New York service the Rome-based carrier's planes on international flights to the United States.

The final company demands included 40 percent wage cuts, increases in medical insurance deductibles up to $1,000 per year per family, the right to increase part-time workers by 60 percent and the unlimited right to subcontract work performed by IAM members.

The proposed wage reductions would reduce pay for cargo agents by $11,274 a year and ticket agents by as much as $10,656 a year, the union said.

A majority of Lakewood's 600 workers voted for representation by Teamsters Local 743 on April 3, 1992, but the company has refused to negotiate a contract.

Lakewood manufactures fans and heaters. Its major retailers include K mart, Montgomery Wards, J.C. Penney, Wal-Mart and Walgreens.

U.S. agencies begin partnership push

By Sharolyn A. Rosier

The Federal Emergency Management Agency became the first federal agency to act on President Clinton's executive order and establish a labor-management partnership council.

Other agencies seemed poised to follow suit, as the Federal Labor Relations Authority and the Federal Mediation and Conciliation Service planned a joint effort to familiarize workers and supervisors with approaches for converting adversarial labor-management relationships to partnerships for reinvention and change.

But the U.S. Information Agency, in direct defiance of the executive order to work with unions, called for the formation of management groups unilaterally devised by top management to implement reductions in forces as outlined in a restructuring plan.

Issued in conjunction with Vice President Gore's National Performance Review report, Executive Order 12871 requires involving "workers and their union representatives as full partners with management representatives to identify problems and to craft solutions."

Other provisions of the performance review will require congressional action, and many are opposed by unions. But the partnership councils have found a willing partner in labor.

FEMA formed a Labor-Management Partnership Council that will "deliver the highest quality of services for safeguarding the American people," agency Director James Lee Witt said.

"The Federal Emergency Management Agency was the first to establish a labor-management council, but the U.S. Information Agency, in direct defiance of the president's executive order, sought to form management groups to decide on personnel cuts."

Under the agreement with Government Employees Locals 1983, 1754, 2203, 3836 and 4059, seven union-appointed FEMA employees and nine agency management representatives will sit on the 16-member council, which will include a chair appointed by Witt. Each council member will serve an 18-month term, meeting at the call of the chair.

Meanwhile, the new commissioner of the Social Security Administration, Shirley S. Chater, touted her plans to improve service delivery and to include workers in the plans at an Oct. 28 House Social Security subcommittee hearing.

The FLRA-FMCS program will include systematic training in alternative dispute resolution techniques and other joint problem-solving approaches for those charged with labor-management responsibilities, the agencies said. The agencies also are planning a series of public hearings for federal labor and management representatives.

The AFGE reacted angrily to USIA's move to "bypass AFGE by moving forward on their own independent track of RIFs within the agency," said Neil Milofsky, president of AFGE Local 1812. "They have done this — as well as submitted drafts on agency restructuring at OMB — without negotiation with employee representatives in direct violation of the executive order issued by President Clinton."

Milofsky pointed out that the USIA supervisor-to-employee ratio of 1 to 4 exceeds the administration's guidelines of 1 to 15, saying it is "inconceivable" that more than 200 employees would be eliminated without first cutting the supervisory bloat. Some 100 vacancies could be eliminated from the budget immediately, he said.

"Employees are outraged that no alternative solutions to the budget crisis were considered," Milofsky said.

APWU gains sorting jobs in agreement

Under a new agreement, the Postal Workers will gain mail-sorting jobs previously contracted out by the U.S. Postal Service.

"I am extremely pleased that Postmaster General (Marvin) Runyon has so wisely expressed his confidence in the ability of bargaining unit employees to perform these tasks more effectively," said APWU President Moe Biller. "This is a landmark agreement that will have a positive effect on the morale of postal workers."

The 27 contractor-operated sites use postal-owned video imaging equipment to "lift" addresses from envelopes that cannot be read during automated sorting, such as those with handwritten addresses, addresses printed faintly or over background printing in the address area.

Runyon described the agreement as "an amicable solution to deployment of the Remote Bar Code System (RBCS) that marks a milestone in the cooperative relationship between the Postal Service and the APWU."

Under the agreement, the contracted mail sorting will continue at the 27 sites until current agreements expire in 1994 and 1995. Some contracts may be extended through December 1996 to protect service quality.

The agreement also calls for staffing by postal employees at 22 new remote sites. All employees represented by the Joint Bargaining Committee of the APWU and the Letter Carriers may apply for the jobs.

VOLUME 38, NUMBER 24
NOVEMBER 15, 1993

AFL-CIO NEWS

INSIDE

1 ***It's showdown time in 'No NAFTA' fight***
In the final week before the crucial Nov. 17 vote in the House of Representatives, trade unionists redoubled their efforts to defeat the flawed North American Free Trade Agreement.

2 ***'Worker choice key to workplace groups'***
Employee empowerment is not something than can be 'done to' workers, AFL-CIO President Lane Kirkland told the federal Commission on the Future of Worker-Management Relations.

9 ***Time running out for two airlines***
Talks continued on deadline between the Machinists and Air Line Pilots and United Airlines over purchase of the carrier, and flight attendants prepared to strike at American Airlines.

1 ***Unions take lead on health care reform***
Organized labor has seized the opportunity to gain comprehensive health care reform, spreading word of the merit of President Clinton's plan and fighting misinformation by opponents of reform.

9 ***'Bad air' produces growing health woes***
Poor indoor air quality is a leading complaint for a great many workers, the AFL-CIO said in urging a congressional panel to adopt legislation that would tighten regulations.

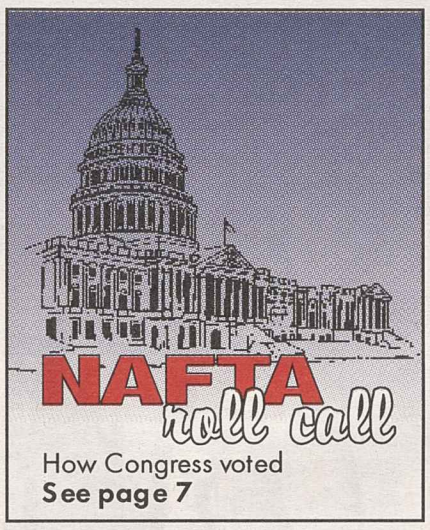
10 ***Jobless rate rises as more seek work***
The nation's official jobless rate rose to 6.8 percent in October after holding at 6.7 percent for two months, as nearly 740,000 more persons entered the labor force.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

11/15/93

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.



How Congress voted
See page 7

AFL-CIO NEWS

VOLUME 38, NUMBER 25 NOVEMBER 29, 1993

Clinton-Republican coalition passes NAFTA

House vote-buying bitter pill for labor

By Michael Byrne

Labor was stunned by the extraordinary spectacle of a Democratic president allied with a two-thirds majority of Republicans, vigorously horse-trading to gain enough Democratic votes to pass a trade agreement negotiated by his Republican predecessor.

President Clinton even promised to defend Republicans during the next election if they were challenged on their votes for the North American Free Trade Agreement.

''The president has clearly abdicated his role as the leader of the Democratic party,'' AFL-CIO President Lane Kirkland told reporters. ''His position is contrary to that of the majority of the members of his own party in the Congress.''

Clinton threw open the U.S. Treasury, Kirkland said, ''and rolled out the pork in order to do retail purchasing of votes'' for NAFTA. The tactics left a bitter taste for trade unionists across the country who had worked so hard for his election last year, he said.

''If he has thrown so many chips in and used so much of the resources of the government to influence votes on a measure that our members regard as deeply detrimental to their well-being, they will think, 'where's all that persuasive influence on issues that deeply concern them?''' he said.

In aligning himself with Republicans and the corporate elite, Clinton ''has seriously split the electoral base of the Democratic Party, as well as alienated swing voters,'' concluded Lawrence Mishel and Ruy A. Teixeira of the Economic Policy Institute. ''This is likely to interfere with his ability to win passage of future economic reforms.''

Kirkland warned that the alliance that Clinton struck with business and Republicans on NAFTA would not hold up on health care, and pointed out organized labor's historical fight for what the president has said is his top priority.



Raymond Crowell/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue and Teamsters President Ron Carey present some of the one million "No NAFTA" signatures on petitions, mailgrams and postcards to House Majority Leader Richard A. Gephardt (left) and Whip David E. Bonior (right), who led the anti-NAFTA fight.

''I cannot help but think that this NAFTA issue has damaged the prospects for the successful achievement of that legislation,'' he said, although pledging that labor would do ''everything that we can to advance it regardless.''

In an appearance on NBC's Meet the Press, AFL-CIO Secretary-Treasurer Thomas R. Donahue noted the health care issue has been deflated, at least temporarily, among trade unionists. ''There's no point in trying — in the wake of this defeat — to generate enthusiasm for the next project. That's a reaction to what we're being told by people all across the country.''

Continued on Page 6

By John R. Oravec

President Clinton's newly formed coalition of convenience with Republicans brushed aside worker concerns about job losses and approved the North American Free Trade Agreement.

But a stronger, united labor movement vowed to continue the fight against unfair trade policies that threaten the quality of life for all Americans.

The House of Representatives approved NAFTA 234-200 on Nov. 17. The Senate quickly followed suit with a 61-38 vote.

In both houses of Congress, a Democratic president had to depend on the votes of Republicans to put the NAFTA enabling legislation over the top. In the House, 132 Republicans and 102 Democrats voted for the measure; 156 Democrats, 43 Republicans and one Independent voted to reject it. In the Senate, 34 Republicans and 27 Democrats supported the bill; 28 Democrats and 10 Republicans opposed it.

Representatives and senators from most industrialized states voted to block the so-called free trade deal with Mexico and Canada that President Bush negotiated before he was voted out of office last year.

Opponents had warned that NAFTA threatens good-paying U.S. jobs and would undercut wages as more U.S. corporations move plants and production to Mexico.

An analysis of 16 major studies by the Joint Economic Committee of Congress concluded that the trade deal could cause the dislocation of as many as 500,000 U.S. workers. And the committee concurred with what unions had said for months, that most NAFTA studies were based on the absurd premise that U.S. investment in Mexico would not increase after NAFTA.

Following the House vote, AFL-CIO President Lane Kirkland said NAFTA's approval ''is a bitter disappointment and defeat for millions of working Americans.''

He saluted the efforts of affiliated unions and their members for conducting a valiant grass-roots campaign

Continued on Page 5

Airline unions test systems, navigate unfriendly skies

By Candice Johnson

American Airlines flight attendants were back to work from a five-day strike after agreeing to binding arbitration, but union workers at other airlines were developing innovative methods to fight management efforts to cut jobs, wages and working conditions.

At United, members of the Machinists are ''working by the book'' to convince management to reconsider the buyout offer by a coalition of the IAM and Air Line Pilots, and to stop plans to shift routes and work to a non-union network.

ALPA said it was not participating in such a work-to-rule campaign, but criticized the carrier's threats to ''dismantle the airline and destroy and the jobs of thousands of United employees.''

''In ALPA's view, management could better serve the traveling public by ceasing and desisting from its program of threats and harassment aimed at United's employees and allowing the employees to get on with their jobs,'' the union said.

The IAM was conducting a similar ''work-to-rule'' campaign at USAir to protest the carrier's failure to honor the ''snap-back'' provisions on progressive pay increases.

Flight Attendants also were conducting informational picketing at USAir, as well as at other airlines, preparing for tough bargaining when contracts will be up at 13 carriers next year.

Flight attendants at American Airlines — members of the unaffiliated Association of Professional Flight Attendants — were celebrating Nov. 22 after chairman Robert L. Crandall stopped stonewalling on negotiations and agreed to binding arbitration.

The attendants had said they would accept a presidential emergency board

Continued on Page 2

Striking miners, coal operators near agreement

By James B. Parks

Marathon negotiations between the Mine Workers and the nation's coal operators continued as both sides expressed optimism that the six-month strike could be settled soon.

"There's movement," UMWA spokesman Jim Grossfeld said. "But there's also some talking still to be done."

Difficult issues remain to be settled, said special mediator William J. Usery, but he was optimistic "that a settlement can be reached soon, based primarily on the commitment and seriousness which both sides have demonstrated since their return (to negotiations.)"

Talks resumed Nov. 3 in Washington, because of mounting political and economic pressure on the operators to bargain. The UMWA began a selective strike against the Bituminous Coal Operators Association May 10 over the owners' unfair labor practices. Some 17,000 miners now are on strike in seven states.

The work stoppage was mainly responsible for a third-quarter drop of 7.6 percent in coal production east of the Mississippi River. In two states where the struck mines are numerous, Illinois and West Virginia, production declined 25.1 percent and 11.7 percent respectively.

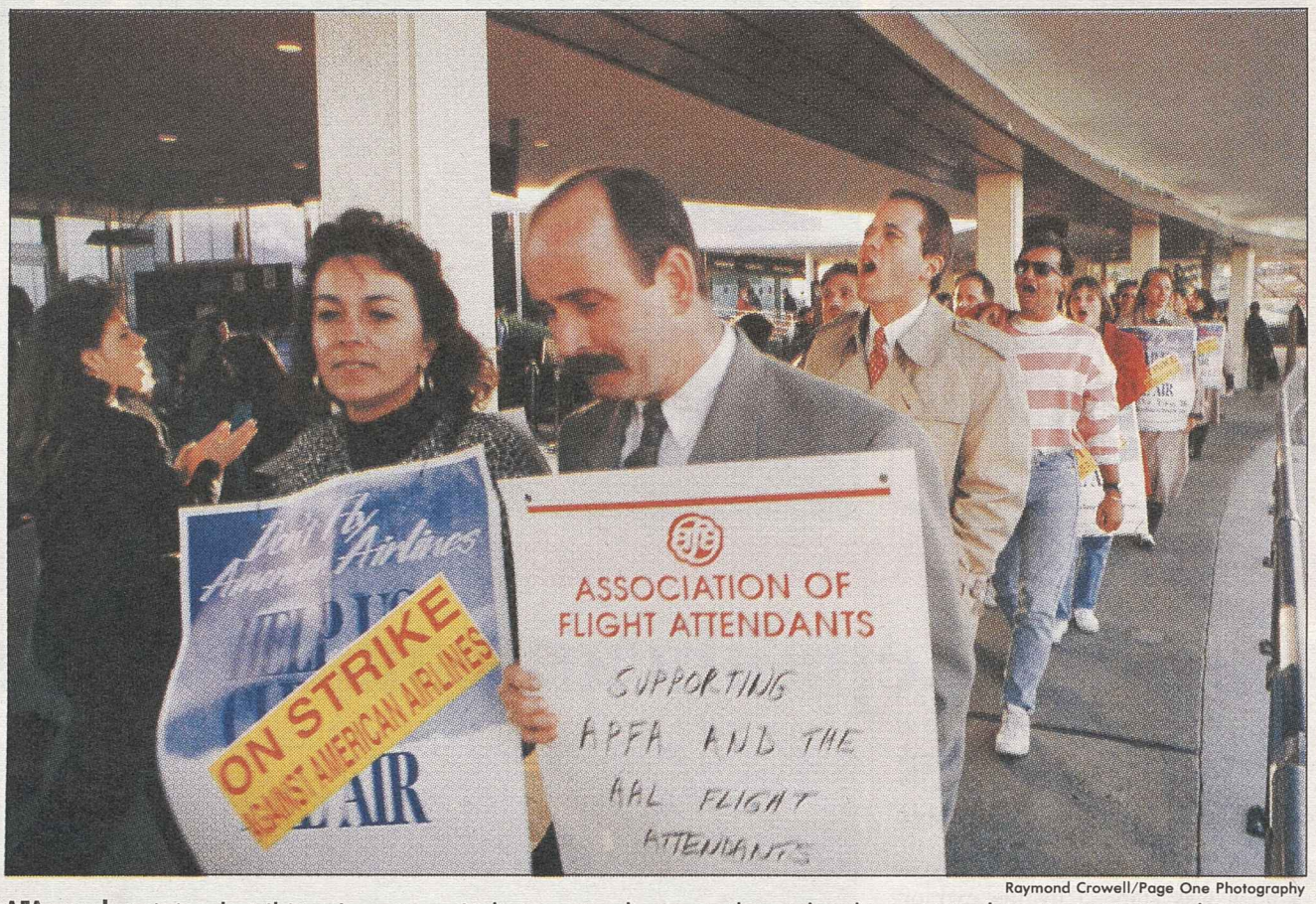
Earnings fell 48 percent in the third quarter for British conglomerate Hanson PLC, the parent of Peabody Holding Co., the nation's largest coal producer.

"It isn't like we have no incentive to get a settlement," said Tom Hoffman, a vice president of Consol Energy Inc., the second largest coal company. "This is costing us millions."

Labor Secretary Robert B. Reich met separately with negotiators from each side and with chief executives of some of the operators' parent companies. Reich "expressed the absolute necessity for everyone involved to find a fair and responsible solution," Usery said.

The main issue for the union is job security for UMWA members, who mainly work in older mines where the supply of coal is being exhausted. The union wants UMWA members to be hired for jobs at new mines, where coal companies are setting up double-breasted operations in an effort to avoid their contractual obligations.

Another issue is the status of some striking workers who have been dismissed by the companies for allegedly contributing to violence on the picket line.



Raymond Crowell/Page One Photography

AFA members joined striking American Airlines attendants on the picket line at Washington's National Airport.

Airline workers coping with turbulence

Continued from Page 1

to end the strike, but Crandall chose only to threaten the strikers with "permanent replacement" until he talked with President Clinton and agreed to arbitration.

The union represents 21,000 attendants at American. American was losing as much as $25 million a day during the busy Thanksgiving season, so the incentive to agree to the arbitration plan was strong.

The White House involvement follows the precedent of most administrations since World War II to name a presidential emergency board when it's recommended by the National Mediation Board. The exception was President Bush during the 1989 IAM strike at Eastern Airlines.

The American attendants were supported on picket lines across the country by AFA members; American pilots, members of the unaffiliated Allied Pilots Association; and other trade unionists.

Teamsters President Ron Carey called the attendants "the real heroes" of the dispute, noting that they refused to break ranks on the picket line even when American announced it was hiring "permanent replacements."

Key issues in the dispute were American's demands for schedule and staffing changes that would have resulted in longer hours and work days and unpaid waiting time for attendants, as well as wages and changes in the retirement plan.

But one of the biggest fights was for respect, the attendants union said. "The battle was for respect, and that's what we'll carry away from this for the rest of our careers," APFA President Denise C. Hedges said.

At United, the ALPA-IAM coalition put together a buyout offer of nearly $5 billion, or $165 a share, for a 60 percent controlling stake of company stock, which was then selling for $148 a share.

Company officials rejected the offer, disputing the share value, and instead proposed a reduced equity share for union workers and increased cuts in wages and other concessions. The union coalition rejected those demands.

The offer was based on concessions and cash from the unions, and was contingent on United's agreement to keep its flight kitchens and not to subcontract work. The AFA, which had been participating in the buyout bid, dropped its efforts after United opened an attendant facility in Taiwan.

After rejecting the union bid, United announced plans to sell 15 of its flight kitchens, affecting 5,200 workers. The IAM had argued that the buyer, Dobbs International Services, must honor the wage and benefit levels spelled out in the existing contract until that agreement expires next year.

The IAM took the issue to arbitration, but a panel of arbiters denied the union's claim Nov. 23.

IAM vice president John Peterpaul said union members will not sit by and watch as United acts to sell the dining unit, subcontract engine overhaul work, open a flight attendant station in Taiwan and transfer operations to non-union feeder networks.

"We're not going to make it easy for them to accomplish their plans to dismantle the airline," he added.

Efforts to bring United back to the bargaining table involve "following the maintenance manual to the letter and doing everything we're required to," no matter how long it takes, the IAM said.

That means workers who have discovered safe, time-saving techniques for maintenance "will be working by the book to show their displeasure with the company's attitude," the union said.

Industry analysts expect more turbulence in the airline industry over the next few years, as carriers scramble to meet costs in the face of fare wars. Airlines most often emphasize labor costs in their campaigns to compete, and are demanding wage and benefit cuts from workers.

But other reponses have included restructuring operations on shorter routes, reducing service to smaller communities or cities considered to be unprofitable and cutting back on available planes.

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 25 ® ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 3 MONDAY, NOVEMBER 29, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

Future bargaining on health explored

By Colleen M. O'Neill

The AFL-CIO and affiliated unions are developing strategies for collective bargaining in light of health care reform legislation likely to be completed next year.

John Zalusky of the Department of Economic Research told union bargainers that the purpose of a series of meetings at federation headquarters was to ''concentrate on employers' health care savings'' under reform.

As introduced Nov. 20, the Clinton administration's Health Security Act would cap contributions from private employers at 7.9 percent of payroll. In contrast, the Big Three automakers are spending close to 20 percent of payroll, Boeing Corp. is spending 18 percent of payroll and General Electric is spending 16 percent of payroll.

Charles Rader of the Teamsters shared re-opener language the union inserted into its just-completed contract with the United Parcel Service:

''In the event that national health care legislation is enacted, the parties agree to meet and discuss any ramifications of that legislation on the provisions of this article (on health & welfare and pension).''

He reiterated the basic posture of trade unionists that any savings employers enjoy from health care reform are a form of deferred compensation and ought to be returned to the workers.

''When members look at what they have to give up'' and have given up, he said, ''they expect to see some kind of giveback coming the other way.''

Speakers said future bargaining would focus on the difference between the 7.9 percent ceiling in the future and the current actual expenditures.

Those covered through single employers should become familiar with the costs of their current health care plans, urged Reg Newell of the Machinists. Realistic bargaining goals depend on accurate information on the amount currently spent by employers — for basic health care for active workers, for retiree health care and for supplemental benefits.

Zalusky noted that private-sector unions have a legal right to secure such information from employers for the purposes of collective bargaining.

Companies with high costs for coverage of retirees stand to gain a tremendous savings under the plan as introduced. After three years, such companies would be responsible for only 20 percent of a retiree's premium, with the government picking up the rest.

Given that windfall, unions could collectively bargain to have the company cover premium payments, deductibles and co-payments for the federally mandated core benefits package that would normally be the employee's responsibility — and the company's health care costs still could be considerably less under reform than currently.

In addition, payments for those items would not be taxable to the employee.

Rader noted the possibility of enhancing pensions and perhaps allowing earlier retirement with the recaptured savings.

The Health Security Act changes the climate at the table, said Louise Novotny of the Communications Workers.

Multiemployer plans face a different bargaining structure on health care. As Dale Dunlop of the Electrical Workers put it, ''we are the plan.''

He noted members covered under Taft-Hartley plans already know how much is being contributed for health care expenses, and thus would more easily be able to calculate savings available for recapture.

An immediate bargaining strategy for multiemployer plans might be to make the health plan as good as it can be at present; if reform takes place and brings significant changes, bargainers can ''catch up'' at the next round.

Dunlop stressed that the employer mandate portion of the Health Security Act is crucial to IBEW support for the plan. Other such alternatives in Congress as the Cooper plan do not require employers to furnish insurance.

Nurses: Union busting costly

Hospitals waste money in anti-union activities that could go for patient care, unionized nurses say.

Hospital campaigns against pro-union activities are a prime example of hospital waste and abuse, said Gemma Ziegler, the president of AFSCME's Nurses Professional Organization.

''Blacklisting of nurses and surveillance of their activities are not among the items patients will find itemized on their hospital bills,'' Ziegler said, ''but hospitals routinely are channeling precious health care dollars into such outrageous activities.''

Ziegler noted that anti-union campaigns siphon money from the hospital's staffing and general health care delivery budget as well as silence nurses who speak out for their union and their patients.

Members of the NPO/AFSCME testified recently before the federal Commission on the Future of Worker-Management Relations chaired by former Secretary of Labor John Dunlop concerning those campaigns.

''We want an end to the waste of health care money on union busting,'' one nurse told the Dunlop Commission. ''We want health care dollars spent on proper staffing to facilitate quality patient care.''

Also at that hearing, a former union buster for the Humana hospital chain said that at least 80 percent of the Employee Relations Department's work consisted of anti-union activity, Ziegler said, and he told of nurse managers' forced reporting on the personal lives and opinions of their staff.

''This effort has nothing to do with helping the employees, improving working conditions or adding to the quality of patient care,'' Ziegler said. The reports were used to determine a nurse's degree of union sympathy —and ultimately her mobility within the Humana system.

The NPO/AFSCME has urged Congress to impose restrictions on such cavalier spending on anti-union activities by hospitals, and return the expenditures to patient care concerns.

Housing investment program moves forward

The AFL-CIO Housing and Building Investment Trusts signed an innovative agreement with New Jersey's public housing authority to purchase up to $50 million in bonds with union pension funds to finance the building of single-family and multifamily homes.

The bond purchases are part of the National Partnership for Community Investment between the AFL-CIO and the U.S. Department of Housing and Urban Development, which has been authorized by Congress and signed into law by President Clinton.

''The New Jersey agreement represents another secure investment opportunity for the trusts as the partnership extends its work into another state. This means jobs for our members and homes for people in need,'' said Stephen Coyle, CEO of the trusts.

The HIT is currently considering two housing projects in New Jersey, a $3 million rehabilitation of 80 apartments in Newark and a $1.5 million renovation of 35 units in East Orange. About half of the units would provide affordable housing for low-income families, said HIT/BIT spokesman Dennis Beal.

The trusts have a similar program in California and are discussing creating others in Pennsylvania, Georgia and Michigan, he said.

A key part of the partnership was put into place Oct. 27 when Clinton signed the Community Investment Demonstration Act. The act authorizes HUD to provide up to $100 million over five years in Section 8 project assistance for specific types of housing that use pension funds as a source of financing.

The Section 8 certificates are a form of federal subsidy that bridges the gap between a low-income tenant's ability to pay and the fair market rent. The contract terms of the certificates will be from five to 15 years. Typically, no more than 40 percent of the units in a development would receive the certificate.

Overall, the AFL-CIO will invest up to $660 million to build 12,000 affordable housing units, create 20,000 union jobs in construction and related industries and 1 million square feet of commercial space in 33 cities across the country. The trusts have projects under review in more than half of the targeted cities, Beal said.

The pension funds would be guaranteed through the Federal National Mortgage Association (Fannie Mae) and other government and private credit enhancement programs.

Capitol Digest

With thousands of jobless workers struggling to survive after their unemployment insurance benefits expired, the Congress ended two months of wrangling and extended the emergency UI program.

The Senate voted 79-20 on Nov. 22 and the House 320-105 in the early hours of Nov. 23 to approve the legislation, H.R. 3167. President Clinton signed the bill before the Thanksgiving holiday.

Backed by the AFL-CIO, the legislation will provide seven to 13 weeks of additional unemployment benefits, depending on a state's jobless rate, to workers who exhaust their 26 weeks of state benefits without finding new work.

Unemployed workers in Alaska, California and Rhode Island qualify for the 13 weeks because of the high rates in those states. The bill is retroactive to Oct. 2, when the program expired.

The bill stalled when the Senate added two Republican-sponsored amendments establishing a means test for UI benefits and mandating federal workforce reductions without consultation with employee unions. Those amendments were deleted.

In other business on Capitol Hill:

BUDGET CUTS — The House turned back a draconian $103 billion budget cutting plan, which the AFL-CIO adamantly opposed. The plan was offered as an amendment to an administration budget recision bill that contained most of Vice President Gore's ''reinventing government'' proposals. Backed by conservative Democrats and most Republicans, the amendment failed by a 213-219 vote Nov. 22.

''The specified and unspecified cuts in the proposal are often irresponsible and counterproductive,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members. ''This plan would severely undercut the president's proposed health care reform plan. It would threaten the still weak economic recovery and it would narrow even further the president's opportunities to fulfill his plans for vital investment initiatives.''

The House, however, approved the ''reinventing government'' bill, which the AFL-CIO opposed because many of the proposals and the projected savings have not been thoroughly examined. The legislation now goes to the Senate.

DAVIS-BACON — An AFL-CIO-backed Davis-Bacon reform bill, H.R. 1231, was approved Nov. 16 by the House Education and Labor subcommittee on labor standards. The Davis-Bacon Act requires employers to pay the local prevailing wage on any federal or federally funded construction project of more than $2,000.

The bill would raise the threshold to $15,000 for repair or rehabilitation work and to $100,000 for new construction. It would also reclassify ''helpers'' and limit their use on construction projects.

U.S. labor law graded as outdated, unworkable

By Rex Hardesty

Some 150 academics and other observers spent two days at an AFL-CIO union-university conference concluding that a labor law suitable to 58 years ago doesn't work so well anymore.

What's needed for the next century, said Joel Rogers of the University of Wisconsin, is replacing the 1935 Wagner Act with a labor law that meets six needs:

- Enforceable, minimum standards on rights to organize and bargain.
- Employee choice among a wider menu of representation forms.
- Encouragement for unions to undertake wider sectoral and geographic organization.
- Use of labor organizations for public regulation of the workplace and economy.
- An increased "social wage" minimum for both wages and benefits.
- A new international trade regime based on observance of labor standards and respect for workers' rights.

Similarly, Dorothy Sue Cobble of Rutgers studied a work force of the 1990s that has jobs quite different from the 1930s, when "permanent, continuous attachment to a single employer prevailed." Other sessions addressed the particular needs of immigrant and contingent workers.

The conference, co-sponsored by Cornell University, was held Oct. 24-26 at the Masters, Mates and Pilots center outside Baltimore.

Massachusetts professors Francoise J. Carre and Chris Tilly, with Virginia L. DuRivage of the AFL-CIO, reported on union initiatives to help the contingent work force, but like Rogers they concluded that "further actions, in particular new public policies, are needed."

In a session on the legal, social and political framework of labor law, Patricia Greenfield of the University of Massachusetts and Robert Pleasure of the AFL-CIO argued that "a narrow approach focused on specific deficiencies of current labor law trivializes and understates the depth of worker and union dissatisfaction with the current legal framework."

Morris Kleiner of the University of Minnesota documented the skyrocketing increase in managerial violations of the NLRA, which he argued is attributable primarily to the weakness of penalties for violations under current law. Howard Wial of the U.S. Department of Labor said the growth within U.S. business of subcontracting, interfirm alliances and declining job security means that unions should function on a "network-wide basis."

In the same session with Kleiner and Wial, Gregory Saltzman of Albion College reported that screening of job applicants is used by Japanese firms at their U.S. plants to keep out pro-union workers. He discovered the methods in studying one auto parts plant.

James Gross of Cornell contended that "at their core, the issues of national labor policy are moral and ethical more than legal, economic or political" and thus recommended an underlying moral basis for U.S. labor policy.

In another historical presentation, David Brody of the University of California said there were clear historical reasons to ban the company unions of "the corporatist NRA experiment of 1933-35" before the Wagner Act. That ban — upheld by the NLRB's recent Electromation and Du Pont decisions — also were studied by Robert B. Moberly of the University of Florida and James Rundle of Cornell.

Comparative studies on European labor law were provided by Lowell Turner of Cornell, Kirsten Wever of Northeastern and Roy Adams of McMaster. Presentations on the current state of bargaining — including a detailed analysis of the Paperworkers strike in Jay, Maine — were provided by Julius Getman of the University of Texas, Gladys Gruenberg of St. Louis University and Cynthia Gramm and John F. Schnell of Alabama-Huntsville.

Other presentations on specific sectors included these conclusions:

- Repeal of the prevailing wage law in Utah curtailed the state's supply of skilled construction workers because cutbacks in union apprenticeship were not replaced by any other training. That finding was by Utah professors Hamid Azari, Anne Yeagle and Peter Phillips.
- Steven Allen of North Carolina State reported on union density in the construction industry since 1977, the year of the Supreme Court decision on double-breasting in Kiewit.
- Successorship clauses, requiring a new owner to respect workers' rights, took on increased importance in the wage business acquisitions in the 1980s. But the enforcement and effectiveness of that law, reported Trevor Bain and Clyde Scott of the University of Alabama, can be undercut by surface bargaining.

Surface bargaining is so widely used as the last-ditch prevention of unionization that only half of the units where workers voted for union representation in 1987 are under contract today, Gordon Pavy reported from a study by the AFL-CIO Industrial Union Department.

Using 1986-87 data from 261 NLRB elections, Kate Bronfenbrenner of Cornell concluded that "union election and first contract rates would dramatically increase" if federal labor law included such teeth as speedy NLRB enforcement of penalties and "financial and injunctive relief for more egregious violations."

Pollsters Phil Comstock and Maier Fox analyzed 150,000 telephone interviews with non-union workers to find "demand for union representation did decline in the early 1980s, but this trend reversed in the second half of the decade."

Richard Hurd of Cornell reported on an IUD survey on union organizing that documented widespread and often abusive employer opposition. Management consultants have become so contemptuous of the weakness of the law that repeat violations are common.

In one telling case, a union-busting consultant was forced seven years after the fact to post notice of his unfair labor practices — and he posted the notices on the seat the employees' toilets.

Heidi Hartmann and Roberta Spalter-Roth of the Institute for Women's Policy Research explored the question: "what do unions do for women?" Extensive and original data analysis led the authors to conclude that increased union density and contract coverage could further reduce the shortfall in earnings of women and minority members.

'Canadian model' frees workers to choose unions

The "Canadian model," a staple of discussions on U.S. labor law, is "predicated on the unfettered freedom of choice of employees to select unionism," two professors told the AFL-CIO Conference on Labor Law.

Gary Chaison of Clark University and Joseph B. Rose of McMaster University said that choice is protected by the state and "employee free choice extends well beyond union certification and includes the negotiation of first agreements and the ability to strike."

Similarly, Richard Block of Michigan State drew sharp contrast with the United States by describing how the law works in Canada:

- Charges must be heard and are not subject to a finding of merit by a general counsel, as at the National Labor Relations Board.
- Six of Canada's labor boards are tripartite, which means they usually have members who know something about industrial relations instead of "neutrals."
- Canadian courts confine themselves to whether the labor board — in any province — acted properly and don't review, as in the United States, whether or not the labor board properly interpreted the intent of Congress in passing the original statute.
- Since U.S. courts are always reluctant to say Congress meant to limit property rights, "courts in the United States have tended to favor employers, and this tendency has contributed to employer aggressiveness and litigiousness" that's unknown in Canada.
- The Canadian government monitors the parties' behavior in bargaining and while "it cannot prevent bargaining outcomes from being primarily a function of bargaining power," it is more difficult for Canadian employers "to use the bargaining process to eliminate the collective bargaining relationship."
- A federal system of normal maintenance of the law enables the Canadian legislative process to "ensure that the laws do not tilt too far in the direction of either side for too long."

In another analysis of the Canadian legal system, Peter Bruce of Holy Cross concludes that the "weakness of U.S. labor law at protecting workers attempting to unionize — and the relatively great frequency of those practices — constitutes one of the most important reasons U.S. union density has fallen to half the Canadian level."

Labor, university officials explore national service plan

By Candice Johnson

Top university and union leaders explored the implications of the Clinton administration's national service program at the annual meeting of the Labor/Higher Education Council.

The conference, "National Community Service: Who Benefits? Who Pays?" was sponsored by the AFL-CIO and the American Council on Education.

The national service initiative gives students an opportunity to pay for part of their college educations by working at community service jobs. The labor/higher education conference looked at how the program will work, obstacles to be addressed, how results can be measured and the implications for workers in various sectors.

Participants heard from AFL-CIO Secretary-Treasurer Thomas R. Donahue, AFSCME President Gerald McEntee, Eli Siegal, director of the Office of National Service, and ACE President Robert H. Atwell, among others.

McEntee said AFSMCE members support the initiative but are concerned that students not be used to replace workers, particularly in the public sector, where many of the students would be employed.

The AFL-CIO supports the national community service plan as well, but has stressed that it's not the federal government, but communities — working in partnership with labor, education and other organizations — that can best determine what their needs are and how those needs can be met.

Donahue told participants that the labor movement holds with the words of Catholic activist Dorothy Day, who said, "there is a call to us, a call to service that we join with others to make things better in the world."

That basic impulse to serve "is at the center of what trade unionism stands for," he said. But there is also a government role and responsibility, Donahue said, adding that "voluntary service is not enough, to do everything that has to be done. Government has a vital role, perhaps a leading role in serving society."

Siegal outlined the national service initiative and stressed that partnership is key to making the program work. The national service initiative contains strong safeguards against the displacement of workers, Siegal pointed out. It was intended to get things done, "to invest in ideas already at work in communities."

The program will offer and expand programs that people in communities want, and results will be demanded and measured, he said.

Siegal also noted that labor organizations are eligible for grants and community service participants and urged union officials to join the state commissions and boards that oversee the program.

The conference also discussed concerns that national service could take funds from existing student aid programs and limit overall funds for educational assistance.

The Labor/Higher Education Council previously has addressed a number of issues, including ways to support workers returning to school; how to reduce barriers to education; support for higher education; improved funding for education initiatives; and worker training.

Other speakers included Sen. Harris Wofford (D-Pa.); President Norman Hill of the A. Philip Randolph Institute; and Baruch Ram of the Embassy of Israel.



Raymond Crowell/Page One Photography

AFSCME members took the cry of "No NAFTA" to Capitol Hill just days before Congress took up the agreement.

Kirkland: NAFTA deals ignore workers

Continued from Page 1

against passage of the NAFTA legislation.

In an open letter to all trade unionists, Kirkland and Secretary-Treasurer Thomas R. Donahue said: ''American working men and women know that NAFTA is a bad deal for our country and for our brothers and sisters in all three countries.'' **(Text on Page 6.)**

Kirkland said labor's fight to keep and improve standards for workers here and around the world ''will not be slowed by this defeat. We will take heart from the extraordinary steadfastness shown by working Americans and their allies.''

He commended members of Congress who voted against NAFTA. ''They stood up against the entire power structure of this country and its unlimited access to the public treasury,'' he said.

Pointing to Clinton's deal-making to garner Republican support for the House vote, Kirkland said ''the flurry of horse trading demonstrated what NAFTA is really about.''

''It was supposed to be voted up or down on its merits with no changes allowed,'' he pointed out. ''Yet the agreement was changed so many times in order to buy the votes of representatives seeking protections for their special interests.

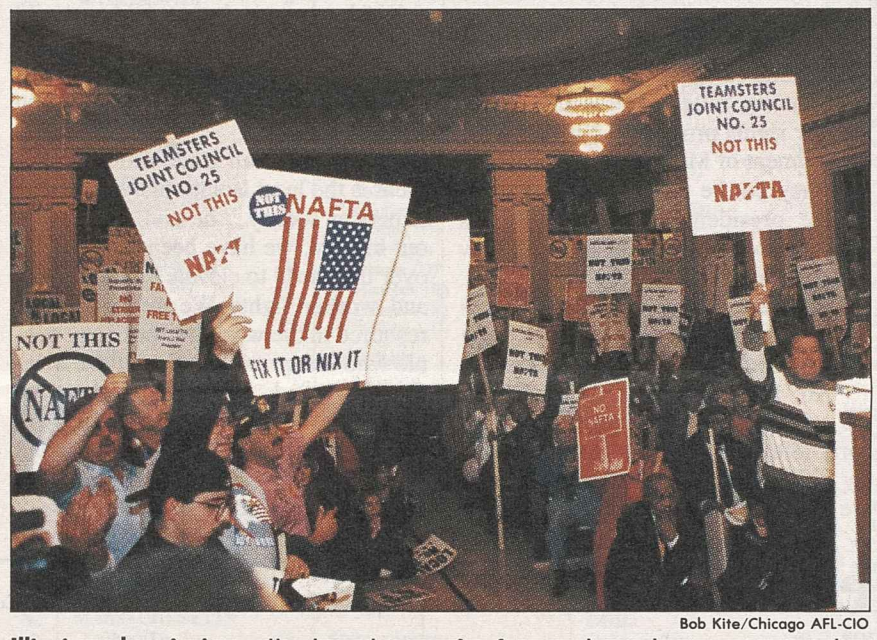
''Working people, of course, were the only ones whose interests were not taken into account. Amid the planes, trains and bridges and all the side protections for citrus, peanuts, sugar and wheat, there was not one word about the rights of workers on both sides of the border to obtain decent wages and safe working conditions or to defend themselves from gross exploitation.''

At a packed news conference the day after the vote, Kirkland read the language of the workers rights provision that is in U.S. law but was stripped out of NAFTA and its ''side agreements.''

Just days before the Nov. 17 House showdown, NAFTA opponents led by Democratic Majority Whip David E. Bonior (Mich.) and Majority Leader Richard A. Gephardt (Mo.) had more than enough votes to defeat the bill.

But with Clinton cutting a side deal to protect Florida's citrus industry from Mexican imports, a majority of the state's 23-member congressional delegation was swayed to vote for NAFTA.

''It takes an awful lot of protectionism to get a free trade agreement through,'' Kirkland said of White House side deals — all bartered well after union trade experts were told the workers rights and environmental provisions were ''locked up, no further changes possible.''



Bob Kite/Chicago AFL-CIO

Illinois trade unionists rallied in Chicago for fair trade and to save U.S. jobs.

NAFTA, he said, has little to do with national interests, free trade, democratic values or opening consumer markets in Mexico.

''NAFTA's primary goal is to protect the property, patents and profits of U.S. corporations that will locate facilities in Mexico,'' he said. ''It gives corporate America an easy and secure means of escape from minimum conditions of life and labor that the American people'' have established and hope to maintain.

Appearing with Kirkland at the Nov. 18 press conference, UAW President Owen Bieber said, ''Our members, along with millions of other Americans, have been energized by this struggle. We intend to sustain and build upon the energy that has been mobilized in this struggle. We will be watching very closely to see how NAFTA is implemented and what it actually delivers, as opposed to what its supporters promised it would do.''

Teamsters President Ron Carey said legislators will be held responsible for their votes. ''The near-victory of our campaign against NAFTA shows what a strong alliance of labor, environmental, consumers and civil rights groups can accomplish.

''We were up against virtually every large corporation in America and the president of the United States,'' Carey said. ''If the issue had been decided on its merits, and not by special interest pork handouts at the taxpayers' expense, we would have won.''

Along with Bieber, Carey and Donahue, other AFL-CIO Executive Council members joining Kirkland at the news conference were Vice Presidents Jack Sheinkman of the Clothing and Textile Workers, Jay Mazur of the Ladies' Garment Workers, William Bywater of the Electronic Workers, George Kourpias of the Machinists, Vincent Sombrotto of the Letter Carriers, Frank Hanley of the Operating Engineers and John J. Sweeney of the Service Employees.

The Mexican Senate approved the agreement Nov. 22. The Canadian Parliament, under control of the Conservative government later ousted from power, had approved the measure earlier this year.

But Canada's new prime minister, Jean Chretien, has pointed out that all issues surrounding the agreement are not yet resolved.

He has called for additional side agreements for a ''clearer definition'' on subsidies, dumping, water resources and energy.

Chretien had opposed many NAFTA provisions in leading his Liberal Party to a landslide victory in October. He said the changes he seeks likely would require further legislative action.

Taxes used to move jobs, report says

By James B. Parks

As Congress weighed the jobs-exporting policy inherent in the North American Free Trade Agreement, a report revealed that the Commerce Department and the Agency for International Development are illegally inducing U.S. companies to move offshore.

The study by the National Labor Committee Education Fund charges that the agencies continue to promote the export of jobs to free trade zones in the Caribbean Basin, despite a 1992 law that prohibits such activities. These trade zones have long been touted as precursors to free trade with Mexico.

''Our government continues to use tax dollars to encourage companies to move good American jobs to low-wage free trade zones overseas. And these are the same people we're supposed to put our trust in if NAFTA passes!'' Teamsters President Ron Carey said in a Nov. 10 news conference announcing the report.

''The Commerce Department actually called companies to suggest to them that they move overseas,'' Carey said. ''They convinced Westinghouse to close a plant in Connecticut and move to the Dominican Republic, where there are no corporate taxes and wages are 15 percent of those paid here. The cost — 600 good American jobs.''

In an interview on NBC's Meet the Press, AFL-CIO Secretary-Treasurer Thomas R. Donahue noted that ''we were told in the campaign that the Clinton administration would establish disincentives to investment abroad and create incentives to investment in America. We're waiting to see those things.''

The report, ''Free Trade's Hidden Secrets: Why We Are Losing Our Shirts,'' singles out several companies to illustrate how tax dollars are used to export jobs. For example, Abbott Laboratories received more than $1 billion in tax breaks since 1980.

Operating in the Dominican Republic, Abbott pays workers about $2,000 per year to make intravenous sets that are shipped duty-free into the United States. The markup on the sets is 300 percent to 500 percent, a common practice that disproves the argument by NAFTA supporters that free trade zones result in lower prices for U.S. consumers, said Charles Kernaghan, author of the report.

The employment in export zones jumped from 16,000 in 1980 to 170,000 this year, while real wages dropped 49 percent.

Some 35,000 U.S. jobs were lost through layoffs and plant closings by companies with operations in the Dominican Republic in the last few years, the report said.

The committee last year produced a similar report that exposed AID's $1.3 billion program to promote company flight to the Caribbean. After national news broadcasts on the report, the Congress passed Section 599, an amendment to the 1993 foreign appropriations bill prohibiting the use of tax money to encourage companies to relocate overseas.

During the presidential campaign, Clinton used the report to attack the Bush administration and to vow to end such practices. But Clinton's embrace of the NAFTA in the absence of targeted U.S. job creation has raised questions about that pledge.

'Fight not over' for worker rights in trade deals

By Michael Byrne

The labor movement will continue to press for the inclusion of worker rights protections in U.S. trade agreements, AFL-CIO President Lane Kirkland said.

''This fight has not been in vain and it is not over,'' he said.

Kirkland told a news conference following the House vote for the North American Free Trade Agreement that NAFTA eliminates for Mexico the worker rights protections now in U.S. law in the Generalized System of Preferences.

Previous U.S. trade with Mexico had the worker rights clause, since Mexico is an emerging economy and eligible for GSP.

NAFTA also undermines similar standards contained in Section 301 of the Omnibus Trade Act of 1988, the Caribbean Basin Initiative and the law governing the Overseas Private Investment Corporation, he said.

The Trade Act of 1974 specifies that the special trade privileges available under the GSP should not be made available to any country ''if such a country has not taken or is not taking steps to afford internationally recognized worker rights to workers in that country.''

Internationally recognized worker rights are defined as ''the right of association; the right to organize and to bargain collectively; prohibition on the use of any form of forced or compulsory labor; a minimum age for the employment of children; and acceptable conditions of work with respect to minimum wages, hours of work, and occupational safety and health.''

Kirkland contrasted those strong standards with ''the welter of meaningless words contained in the so-called side agreement on workers rights in NAFTA.'' By not including worker rights, Kirkland said, NAFTA ''undermines these provisions that are spelled out in our existing trade law and our existing trade policy.''



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland and Executive Council members denounce the NAFTA vote.

Kirkland said he believed U.S. trade negotiators failed to secure these worker rights provisions ''because the government of Mexico was determined that they not be there'' and that some of the president's Republican allies ''threatened to jump ship and withdraw their support.''

The essence of the trade fight, Kirkland said, can be boiled down to these alternatives:

''Are issues of trade to continue to be the private preserve of an elite and of corporate interests that have no country and no values other than profit? Or are human values, human rights and human concerns to become an element of our national trade policy?''

Kirkland vowed that labor would fight for the latter view of trade, debunking claims by NAFTA proponents that unions were isolationist on trade.

''The American trade union movement is the least isolationist element of American society,'' he said. ''Throughout history, we have been working all over the world to elevate human values and worker rights. We are the greatest resource in the world for ordinary people who are struggling to achieve a decent life and decent conditions of work.''

Because of labor's efforts in raising the visibility of the trade issue during the NAFTA debate, Kirkland said, future trade negotiations would have to take workers' interests into consideration.

No longer will workers ''be patted on the head and told, 'Goodbye, Charlie. Your interests and concerns will be weighed in the balance by the best and the brightest and those that are just smarter than you,''' Kirkland said, ''and sold down the river for the interests and concerns of flagless corporations that have demonstrated that they will abandon their communities . . . at the drop of a hat if they can make a faster buck somewhere else.''

''That's what this is all about, and that struggle is not over,'' he said. ''It's one of the basic fights and issues that will decide what kind of country we are and what kind of a people we are.''

Labor movement elevated as leading NAFTA opponent

Continued from Page 1

Kirkland and Donahue stressed, in an open letter to all trade unionists, that labor rightly can be proud for standing up with courage and steadfastness, and on the right side of the issue. ''We did not flinch in the face of a vigorous assault from the nation's most powerful financial interests and their friends in high places.''

Indeed, Donahue told the television news panel, while the NAFTA vote was a defeat for the American people, the trade union movement was elevated by the legislative fight.

''I don't think that there was a single issue in this Congress or in a lot of past Congresses in which it was more clear that the American trade union movement represented the interests of all the working people of America,'' he said. ''We came out of this issue stronger than we went in, as an institution, in that the workers who are not union members saw the identification of interests and saw the AFL-CIO as their supporters.

''The rupture between Clinton and the American working people in this country is very serious,'' Donahue said. ''This issue burned deeper into the minds and hearts of working people all across the country than any in recent memory. We're deeply involved in the issue. It hurts workers. It hurts the country.''

Clinton further antagonized workers with a personal attack on union lobbying against the agreement which Donahue characterized as a ''cheap shot.'' Workers have every right to demand accountability for the votes of their representatives, he said.

Kirkland and Donahue said the vote will certainly weigh heavily in the AFL-CIO congressional endorsement processes by state federations next year, and the burden is clearly on Clinton to win back the trust of working people who elected him last year.

''It's essential that the president move forward on health care, move forward on job creation, move forward on training and investment, and show people that he is able to create jobs in America,'' Donahue said. ''So far, we've put the cart before the horse. We're giving away jobs before we've created the new ones.''

''The issue is what will Bill Clinton do from here until '96 to convince the workers of this country that his administration is interested in job creation and improvement of conditions and in ensuring that they have a decent condition of life?'' Donahue said. ''Beyond the speeches, beyond the rhetoric, we need to see the jobs program. We don't need small jobs programs; we need enormous jobs programs. We need enormous training programs.''

A first step, Donahue suggested, would be for Clinton to ''say to his friends in the corporations, 'Make sure you don't move any jobs to Mexico. Make sure you make American products for Americans in America.'''

American Federation of Labor and Congress of Industrial Organizations

815 Sixteenth Street, N.W.
Washington, D.C 20006
(202) 637-5000

EXECUTIVE COUNCIL

LANE KIRKLAND PRESIDENT — **THOMAS R. DONAHUE** SECRETARY-TREASURER

Albert Shanker, Wayne E. Glenn, Vincent R. Sombrotto, Marvin J. Boede, Lynn R. Williams, Gene Upshaw, Jack Sheinkman, Moe Biller, Richard L. Trumka, Michael Sacco, Frank Hurt, Edward T. Hanley, John J. Sweeney, Gerald W. McEntee, Owen Bieber, Morton Bahr, Jay Mazur, John J. Barry, George J. Kourpias, Frank Hanley, Ron Carey, Linda Chavez-Thompson, William H. Wynn, James E. Hatfield, William H. Bywater, John T. Joyce, Robert A. Georgine, Lenore Miller, Sigurd Lucassen, John N. Sturdivant, James J. Norton, Arthur A. Coia, Gloria Johnson

November 22, 1993

Dear Trade Unionist:

All of labor is bitterly disappointed by congressional approval of the North American Free Trade Agreement.

American working men and women know that NAFTA is a bad deal for our country and for our brothers and sisters in all three countries. We are on the right side of this issue and we stood up with courage and steadfastness. We did not flinch in the face of a vigorous assault from the nation's most powerful financial interests and their friends in high places.

Thanks to their unlimited access to the federal treasury, the pro-NAFTA forces were able to carry the day on behalf of the privileged few who will benefit most from this agreement. But we have every right to be proud of the dedication and commitment shown by you and millions of other union members during this critical struggle to defend our communities, our standard of living, and the right of workers in North America to secure a better life.

Thanks to your efforts, the process of trade negotiation was moved from corporate backrooms into the living rooms of average citizens.

Much work remains to be done. Our movement's fight for democracy and for decent wages and standards, at home and throughout the world, will not be slowed by this defeat. It will, instead, be inspired by the determination of trade unionists to obtain fair representation and justice.

Sincerely and fraternally,

President — Secretary-Treasurer

NAFTA roll call

The right (R) vote was No on NAFTA, the North American Free Trade Agreement, which was approved by the House Nov. 17 on a 234-200 vote. W (Yes) is wrong. An A is absent or not voting. An I is not in office. The Senate approved NAFTA Nov. 20 by 61-38.



Bill Burke/Page One Photography

House Majority Whip David Bonior (D-Mich.) appeared at a "No NAFTA" rally with AFSCME President Gerald W. McEntee, displaying a Mexican government ad touting $1-an-hour wages.

House vote

ALABAMA
1 Callahan (R) W
2 Everett (R) R
3 Browder (D) R
4 Bevill (D) R
5 Cramer (D) R
6 Bachus (R) W
7 Hilliard (D) R

ALASKA
Young, Don (R) R

ARIZONA
1 Coppersmith (D) W
2 Pastor (D) W
3 Stump (R) W
4 Kyl (R) W
5 Kolbe (R) W
6 English, Karan (D) W

ARKANSAS
1 Lambert (D) W
2 Thornton (D) W
3 Hutchinson (R) W
4 Dickey (R) W

CALIFORNIA
1 Hamburg (D) R
2 Herger (R) W
3 Fazio (D) W
4 Doolittle (R) R
5 Matsui (D) W
6 Woolsey (D) R
7 Miller, George (D) R
8 Pelosi(D) W
9 Dellums (D) R
10 Baker, Bill (R) W
11 Pombo (R) R
12 Lantos (D) R
13 Stark (D) R
14 Eshoo (D) W
15 Mineta (D) W
16 Edwards, Don (D) R
17 Farr (D) W
18 Condit (D) R
19 Lehman, (D) W
20 Dooley (D) W
21 Thomas, William (R) W
22 Huffington (R) W
23 Gallegly (R) R
24 Beilenson (D) W
25 McKeon (R) W
26 Berman (D) W
27 Moorhead (R) W
28 Dreier, David (R) W
29 Waxman (D) R
30 Becerra (D) W
31 Martinez (D) R
32 Dixon, Julian (D) R
33 Roybal-Allard (D) W
34 Torres (D) W
35 Waters (D) R
36 Harman (D) R
37 Tucker (D) R
38 Horn (R) W
39 Royce (R) R
40 Lewis, Jerry (R) W
41 Kim (R) W
42 Brown, George (D) W
43 Calvert (R) W
44 McCandless (R) W
45 Rohrabacher (R) W
46 Dornan (R) W
47 Cox (R) W
48 Packard (R) W
49 Schenk (D) R
50 Filner (D) R
51 Cunningham (R) W
52 Hunter (R) R

COLORADO
1 Schroeder (D) W
2 Skaggs (D) W
3 McInnis (R) W
4 Allard (R) W
5 Hefley (R) W
6 Schaefer (R) W

CONNECTICUT
1 Kennelly (D) R
2 Gejdenson (D) R
3 DeLauro (D) R
4 Shays (R) W
5 Franks, Gary (R) W
6 Johnson, Nancy (R) W

DELAWARE
Castle (R) W

FLORIDA
1 Hutto (D) W
2 Peterson, Pete (D) R
3 Brown, Corrine (D) R
4 Fowler (R) W
5 Thurman (D) R
6 Stearns (R) R
7 Mica (R) R
8 McCollum (R) W
9 Bilirakis (R) R
10 Young, Bill (R) W
11 Gibbons (D) W
12 Canady (R) R
13 Miller (R) W
14 Goss (R) W
15 Bacchus (D) W
16 Lewis, Tom (R) W
17 Meek (D) W
18 Ros-Lehtinen (R) R
19 Johnston (D) W
20 Deutsch (D) R
21 Diaz-Balart (R) R
22 Shaw (R) W
23 Hastings (D) W

GEORGIA
1 Kingston (R) R
2 Bishop (D) R
3 Collins (R) R
4 Linder (R) W
5 Lewis, John (D) R
6 Gingrich (R) W
7 Darden (D) W
8 Rowland, Roy (D) W
9 Deal (D) W
10 Johnson, Don (D) W
11 McKinney (D) R

HAWAII
1 Abercrombie (D) R
2 Mink (D) R

IDAHO
1 LaRocco (D) R
2 Crapo (R) R

ILLINOIS
1 Rush (D) R
2 Reynolds (D) W
3 Lipinski (D) R
4 Gutierrez (D) R
5 Rostenkowski (D) W
6 Hyde (R) W
7 Collins, Cardiss (D) R
8 Crane (R) W
9 Yates (D) R
10 Porter (R) W
11 Sangmeister (D) R
12 Costello (D) R
13 Fawell (R) W
14 Hastert (R) W
15 Ewing (R) W
16 Manzullo (R) W
17 Evans, Lane (D) R
18 Michel (R) W
19 Poshard (D) R
20 Durbin (D) W

INDIANA
1 Visclosky (D) R
2 Sharp (D) R
3 Roemer (D) R
4 Long (D) R
5 Buyer (R) W
6 Burton (R) R
7 Myers (R) R
8 McCloskey (D) R
9 Hamilton (D) W
10 Jacobs (D) R

IOWA
1 Leach (R) W
2 Nussle (R) W
3 Lightfoot (R) W
4 Smith, Neal (D) W
5 Grandy (R) W

KANSAS
1 Roberts (R) W
2 Slattery (D) R
3 Meyers (R) W
4 Glickman (D) W

KENTUCKY
1 Barlow (D) R
2 Natcher (D) R
3 Mazzoli (D) W
4 Bunning (R) R
5 Rogers (R) R
6 Baesler (D) W

LOUISIANA
1 Livingston (R) W
2 Jefferson (D) W
3 Tauzin (D) R
4 Fields, Cleo (D) R
5 McCrery (R) W
6 Baker (R) W
7 Hayes (D) W

MAINE
1 Andrews, Thomas (D) R
2 Snowe (R) R

MARYLAND
1 Gilchrest (R) W
2 Bentley (R) R
3 Cardin (D) W
4 Wynn (D) R
5 Hoyer (D) W
6 Bartlett (R) R
7 Mfume (D) R
8 Morella (R) W

MASSACHUSETTS
1 Olver (D) R
2 Neal, Richard (D) R
3 Blute (R) R
4 Frank, Barney (D) R
5 Meehan (D) W
6 Torkildsen (R) W
7 Markey (D) W
8 Kennedy (D) W
9 Moakley (D) R
10 Studds (D) W

MICHIGAN
1 Stupak (D) R
2 Hoekstra (R) W
3 Henry (R) I
4 Camp (R) W
5 Barcia (D) R
6 Upton (R) W
7 Smith, Nick (R) W
8 Carr (D) R
9 Kildee (D) R
10 Bonior (D) R
11 Knollenberg (R) W
12 Levin (D) R
13 Ford, William (D) R
14 Conyers (D) R
15 Collins, Barbara (D) R
16 Dingell (D) R

MINNESOTA
1 Penny (D) W
2 Minge (D) R
3 Ramstad (R) W
4 Vento (D) R
5 Sabo (D) R
6 Grams (R) W
7 Peterson, Collin (D) R
8 Oberstar (D) R

MISSISSIPPI
1 Whitten (D) W
2 Thompson (D) R
3 Montgomery (D) W
4 Parker (D) W
5 Taylor, Gene (D) R

MISSOURI
1 Clay (D) R
2 Talent (R) R
3 Gephardt (D) R
4 Skelton (D) W
5 Wheat (D) R
6 Danner (D) R
7 Hancock (R) W
8 Emerson (R) W
9 Volkmer (D) R

MONTANA
Williams, Pat (D) R

NEBRASKA
1 Bereuter (R) W
2 Hoagland (D) W
3 Barrett (R) W

NEVADA
1 Bilbray (D) R
2 Vucanovich (R) R

NEW HAMPSHIRE
1 Zeliff (R) W
2 Swett (D) R

NEW JERSEY
1 Andrews, Robert (D) R
2 Hughes (D) R
3 Saxton (R) R
4 Smith, Christopher (R) R
5 Roukema (R) W
6 Pallone (D) R
7 Franks (R) W
8 Klein (D) R
9 Torricelli (D) R
10 Payne, Donald (D) R
11 Gallo (R) W
12 Zimmer (R) W
13 Menendez (D) R

NEW MEXICO
1 Schiff (R) W
2 Skeen (R) W
3 Richardson (D) W

NEW YORK
1 Hochbrueckner (D) R
2 Lazio (R) W
3 King (R) W
4 Levy (R) W
5 Ackerman (D) R
6 Flake (D) W
7 Manton (D) R
8 Nadler (D) R
9 Schumer (D) R
10 Towns (D) R
11 Owens, Major (D) R
12 Velazquez (D) R
13 Molinari (R) W
14 Maloney (D) R
15 Rangel (D) R
16 Serrano (D) R
17 Engel (D) R
18 Lowey (D) W
19 Fish (R) W
20 Gilman (R) R
21 McNulty (D) R
22 Solomon (R) R
23 Boehlert (R) W
24 McHugh, John (R) R
25 Walsh (R) R
26 Hinchey (D) R
27 Paxon (R) W
28 Slaughter (D) R
29 LaFalce (D) R
30 Quinn (R) R
31 Houghton (R) W

NORTH CAROLINA
1 Clayton (D) R
2 Valentine (D) W
3 Lancaster (D) R
4 Price, David (D) W
5 Neal, Stephen (D) W
6 Coble (R) W
7 Rose (D) W
8 Hefner (D) W
9 McMillan, Alex (R) W
10 Ballenger (R) W
11 Taylor, Charles (R) R
12 Watt (D) R

NORTH DAKOTA
Pomeroy (D) R

OHIO
1 Mann (D) W
2 Portman (R) W
3 Hall, Tony (D) R
4 Oxley (R) W
5 Gillmor (R) W
6 Strickland (D) R
7 Hobson (R) W
8 Boehner (R) W
9 Kaptur (D) R
10 Hoke (R) R
11 Stokes (D) R
12 Kasich (R) W
13 Brown, Sherrod (D) R
14 Sawyer (D) W
15 Pryce (R) W
16 Regula (R) R
17 Traficant (D) R
18 Applegate (D) R
19 Fingerhut (D) R

OKLAHOMA
1 Inhofe (R) R
2 Synar (D) W
3 Brewster (D) W
4 McCurdy (D) W
5 Istook (R) W
6 English, Glenn (D) W

OREGON
1 Furse (D) R
2 Smith, Robert F. (R) W
3 Wyden (D) W
4 De Fazio (D) R
5 Kopetski (D) W

PENNSYLVANIA
1 Foglietta (D) R
2 Blackwell (D) R
3 Borski (D) R
4 Klink (D) R
5 Clinger (R) W
6 Holden (D) R
7 Weldon (R) R
8 Greenwood (R) W
9 Shuster (R) R
10 McDade (R) W
11 Kanjorski (D) R
12 Murtha (D) R
13 Margolies-Mezvinsky (D) R
14 Coyne (D) R
15 McHale (D) R
16 Walker (R) W
17 Gekas (R) W
18 Santorum (R) R
19 Goodling (R) W
20 Murphy (D) R
21 Ridge (R) W

RHODE ISLAND
1 Machtley (R) W
2 Reed (D) R

SOUTH CAROLINA
1 Ravenel (R) R
2 Spence (R) R
3 Derrick (D) R
4 Inglis (R) R
5 Spratt (D) W
6 Clyburn (D) R

SOUTH DAKOTA
Johnson, Timothy P. (D) R

TENNESSEE
1 Quillen (R) W
2 Duncan, Jr. (R) W
3 Lloyd (D) W
4 Cooper (D) W
5 Clement (D) W
6 Gordon (D) W
7 Sundquist (R) W
8 Tanner (D) W
9 Ford, Harold (D) W

TEXAS
1 Chapman (D) W
2 Wilson, Charles (D) R
3 Johnson, Sam (R) W
4 Hall, Ralph (D) R
5 Bryant, John (D) W
6 Barton (R) W
7 Archer (R) W
8 Fields, Jack (R) W
9 Brooks (D) R
10 Pickle (D) W
11 Edwards, Chet (D) W
12 Geren (D) W
13 Sarpalius (D) W
14 Laughlin (D) W
15 De La Garza (D) W
16 Coleman, Ronald (D) W
17 Stenholm (D) W
18 Washington (D) R
19 Combest (R) W
20 Gonzalez (D) R
21 Smith, Lamar (R) W
22 Delay (R) W
23 Bonilla (R) W
24 Frost (D) W
25 Andrews, Mike (D) W
26 Armey (R) W
27 Ortiz (D) W
28 Tejeda (D) W
29 Green (D) R
30 Johnson, Eddie (D) W

UTAH
1 Hansen (R) W
2 Shepherd (D) W
3 Orton (D) R

VERMONT
Sanders (I) R

VIRGINIA
1 Bateman (R) W
2 Pickett (D) W
3 Scott (D) R
4 Sisisky (D) R
5 Payne, Lewis (D) W
6 Goodlatte (R) W
7 Bliley (R) W
8 Moran (D) W
9 Boucher (D) R
10 Wolf (R) W
11 Byrne (D) R

WASHINGTON
1 Cantwell (D) W
2 Swift (D) W
3 Unsoeld (D) R
4 Inslee (D) W
5 Foley (D) W
6 Dicks (D) W
7 McDermott (D) W
8 Dunn (R) W
9 Kreidler (D) W

WEST VIRGINIA
1 Mollohan (D) R
2 Wise (D) R
3 Rahall (D) R

WISCONSIN
1 Barca (D) R
2 Klug (R) W
3 Gunderson (R) W
4 Kleczka (D) R
5 Barrett, Thomas (D) R
6 Petri (R) W
7 Obey (D) R
8 Roth (R) W
9 Sensenbrenner (R) W

WYOMING
Thomas, Craig (R) W

Senate vote

ALABAMA
Heflin (D) R
Shelby (D) R

ALASKA
Murkowski (R) W
Stevens (R) R

ARIZONA
DeConcini (D) W
McCain (R) W

ARKANSAS
Bumpers (D) W
Pryor (D) W

CALIFORNIA
Boxer (D) R
Feinstein (D) R

COLORADO
Brown (R) W
Campbell (D) R

CONNECTICUT
Dodd (D) W
Lieberman (D) W

DELAWARE
Biden (D) W
Roth (R) W

FLORIDA
Graham (D) W
Mack (R) W

GEORGIA
Coverdell (R) W
Nunn (D) W

HAWAII
Akaka (D) R
Inouye (D) R

IDAHO
Craig (R) R
Kempthorne (R) R

ILLINOIS
Moseley-Braun (D) W
Simon (D) W

INDIANA
Coats (R) W
Lugar (R) W

IOWA
Grassley (R) W
Harkin (D) W

KANSAS
Dole (R) W
Kassebaum (R) W

KENTUCKY
Ford (D) R
McConnell (R) W

LOUISIANA
Breaux (D) W
Johnston, Bennett (D)

MAINE
Cohen (R) R
Mitchell (D) W

MARYLAND
Mikulski (D) R
Sarbanes (D) R

MASSACHUSETTS
Kennedy (D) W
Kerry (D) W

MICHIGAN
Levin (D) R
Riegle (D) R

MINNESOTA
Durenberger (R) W
Wellstone (D) R

MISSISSIPPI
Cochran (R) W
Lott (R) W

MISSOURI
Bond (R) W
Danforth (R) W

MONTANA
Baucus (D) W
Burns (R) R

NEBRASKA
Exon (D) R
Kerrey (D) W

NEVADA
Bryan (D) R
Reid (D) R

NEW HAMPSHIRE
Gregg (R) W
Smith (R) R

NEW JERSEY
Bradley (D) W
Lautenberg (D) R

NEW MEXICO
Bingaman (D) W
Domenici (R) W

NEW YORK
D'Amato (R) R
Moynihan (D) R

NORTH CAROLINA
Faircloth (R) R
Helms (R) R

NORTH DAKOTA
Conrad (D) R
Dorgan (D) A

OHIO
Glenn (D) R
Metzenbaum (D) R

OKLAHOMA
Boren (D) W
Nickles (R) W

OREGON
Hatfield (R) W
Packwood (R) W

PENNSYLVANIA
Specter (R) W
Wofford (D) R

RHODE ISLAND
Chafee (R) W
Pell (D) W

SOUTH CAROLINA
Hollings (D) R
Thurmond (R) R

SOUTH DAKOTA
Daschle (D) W
Pressler (R) W

TENNESSEE
Mathews (D) W
Sasser (D) R

TEXAS
Gramm (R) W
Hutchison (R) W

UTAH
Bennett (R) W
Hatch (R) W

VERMONT
Jeffords (R) W
Leahy (D) W

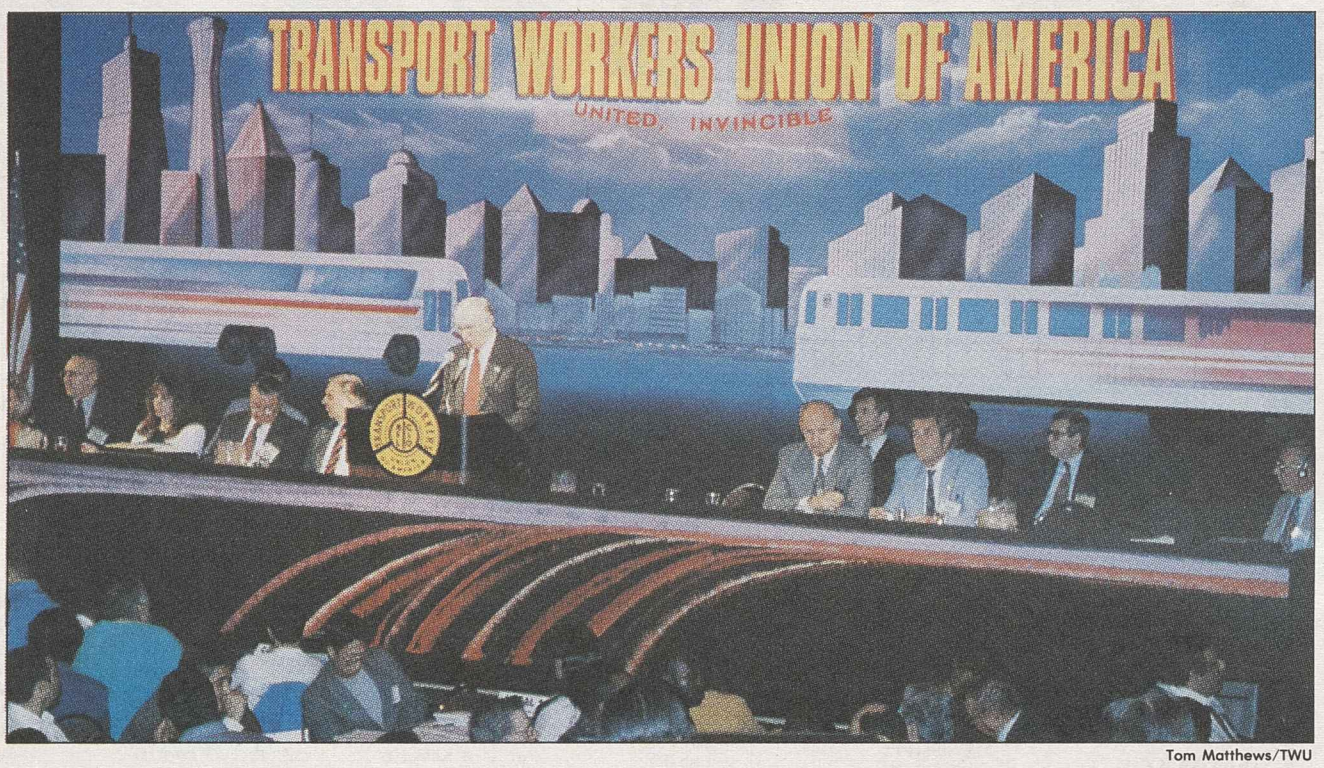
VIRGINIA
Robb (D) W
Warner (R) W

WASHINGTON
Gorton (R) W
Murray (D) W

WEST VIRGINIA
Byrd (D) R
Rockefeller (D) R

WISCONSIN
Feingold (D) R
Kohl (D) R

WYOMING
Simpson (R) W
Wallop (R) W



Tom Matthews/TWU

AFL-CIO Secretary-Treasurer Thomas R. Donahue greets TWU delegates and president Sonny Hall, near right.

Transport Workers elect Hall president

Las Vegas

Delegates to the Transport Workers 19th quadrennial convention elected Sonny Hall president to succeed George E. Leitz, who retired.

Hall, 60, has served as executive vice president for the past four years. He was elected to a four-year term by the 360 convention delegates on a 319-41 vote over Tim Schermerhorn of New York TWU Local 100, which Hall formerly headed.

Delegates unanimously elected Frank McCann executive vice president and John E. Kerrigan secretary-treasurer.

McCann, 61, who also comes out of the 38,000-member Local 100, had been an international vice president and will continue as director of the TWU transit division. Kerrigan, 65, has served as secretary-treasurer for the past two years and was director of the union's air transport division. Vice President Edward Koziatek of Dallas will succeed Kerrigan as air transport director.

The convention also elected 15 vice presidents and executive board members.

In adopting more than 40 resolutions, delegates called on the federal government to resist all attempts to open domestic U.S. airline routes to foreign carriers.

"Given the precarious financial condition of the U.S. airline industry, granting cabotage could very well spell the demise of many more companies," the convention said.

Delegates also called for revision of 1988 government regulations providing for maintenance of U.S. airliners in foreign countries, which threatens the loss of American jobs and the safety of passengers.

In other resolutions, delegates urged the Senate to complete action on the workplace fairness legislation to ban use of permanent striker replacements, endorsed national health care reform and pressed Congress to reject the flawed North American Free Trade Agreement.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told delegates that NAFTA would drain hundreds of thousands of U.S. jobs while further exploiting underpaid Mexican workers.

"There are people in this hall whose airplane repair jobs will be threatened when Matrix Aeronautico opens its huge repair station in Tijuana," Donahue said. "And there are many others who will feel the terrible downward pressure on their wages and benefits if NAFTA is passed."

In rallying support for Hotel Employees and Restaurant Employees who have been on strike for two years against the Frontier hotel-casino in Las Vegas, the delegates passed the hat to collect $5,000. The TWU leadership matched the amount for a total contribution of $10,000 to the HERE welfare fund. The money will be used to buy Christmas gifts for the strikers' children.

President Ed Cleary of the New York State AFL-CIO told delegates the state body would contribute $5,000 more to the fund.

Other speakers included President Walter Shea of the AFL-CIO Transportation Trades Department, President Norman Hill of the A. Philip Randolph Institute and President James LaSala of the Amalgamated Transit Union.

IBT ratifies UPS pact; local issues remain

By James B. Parks

The Teamsters ratified by more than 2-1 a new four-year national contract with United Parcel Service that will boost wages by $2.25 an hour and create union jobs. But chief negotiators have recommended that the agreement not take effect until several local issues are resolved.

"This is a fair, decent contract," said IBT President Ron Carey. "It includes many major gains in contract rights that will make jobs better today for our members, and lays the groundwork for more improvements in the future."

The workers "sent UPS a clear message that they wanted major issues addressed in this bargaining," said IBT Vice President Mario Perrucci, co-chair of the national negotiating committee. "It was their input and their determination that produced the dozens of important changes we won in this contract."

Carey and Perrucci said they would recommend that, before the national agreement takes effect, negotiations resume with UPS management on outstanding local issues.

Supplemental local agreements were rejected in Puerto Rico, central and western Pennsylvania, the Atlantic area that stretches from Baltimore to South Carolina, and a mechanics unit in New Jersey. This was the first time that IBT members had a chance to vote separately on the national contract and their particular local agreement, the union said.

The union announced the vote of 61,387-30,640 on Nov. 8. The pact covers 165,000 workers nationwide.

The national agreement provides for a wage increase of 60 cents retroactive to Aug.1, with further hikes of 55 cents in each of the three remaining years, bringing the hourly rate for full-time work to $20.05 and to $12.25 for part-time work.

The agreement thwarts company plans to use rail and low-wage, non-union independent truckers to move packages for a new three-day service. UPS agreed to use IBT drivers or drivers covered by the union's master agreement in the new service, a move that could create hundreds of new union jobs.

Another major aspect of the contract is an increase of at least $1 per hour per year in wages and contributions to the Teamster pension and health care benefit funds.

The new contract also would reform the grievance procedure, guarantee increased full-time job opportunities for part-time workers, limit harassment of employees by supervisors and strengthen employee health and safety rights, the union said.

UAW takes tough stand at Caterpillar

3-day strike backs local union leader

The UAW escalated its campaign against Caterpillar as some 14,000 UAW members staged a three-day walkout at eight plants in three states after the company suspended a union official.

The union also filed an unfair labor practice charge with the National Labor Relations Board after Local 974 executive board member George Boze was disciplined for insubordination. The union charged Boze was harassed and intimidated for his union activities. Boze is still on indefinite suspension.

The three-day strike began Nov. 11 at the Mossville, Ill., plant and extended to facilities in Aurora, Decatur, Pontiac, Mapleton, and East Peoria, Ill., as well as to Denver and York, Pa.

UAW spokesman Roger Kerson said Boze's suspension was "the straw that broke the camel's back," and "thousands of workers going out on strike proves that this was just the latest outrage."

"We feel we've made our point," said Larry Solomon, president of UAW Local 751 in Decatur. "We've laid the groundwork to let Cat know we consider this very serious."

Caterpillar employees have been working under an imposed contract for more than a year after they suspended their five-month strike. They began an in-plant campaign to force the company to bargain.

The union scored two more legal victories in its struggle for justice at Caterpillar with an NLRB settlement and a ruling by the Occupational Safety and Health Administration.

The company signed an agreement, approved by the NLRB, to settle unfair labor practice charges filed following a series of illegal arrests ordered by the company in April 1992. More than 100 union members were arrested while attending rallies or while distributing union handbills.

"The company has now been forced to drop all charges against employees who were arrested while they were engaging in peaceful, orderly and entirely legal demonstrations," said UAW Secretary-Treasurer Bill Casstevens.

"The company never should have wasted taxpayers' money nor tied up the resources of the criminal justice system with these frivolous and improper arrests," said Casstevens, who heads the union's Caterpillar department.

OSHA fined the company a total of $149,000 for "serious, continuous and willful" violations of federal safety standards at the Mossville and East Peoria plants. One fine resulted after a worker at Mossville had his hand cut in half by a malfunctioning band saw. The hand and four fingers were reattached surgically.

The East Peoria citations involved machines without proper safety guards, causing several employees to get their hands caught.

— James B. Parks



Michael J. Sacco/IBEW

Thousands of trade unionists braved freezing temperatures to rally in Decatur, Ill., in support of workers in the state that are locked in bitter struggles with the management of several companies. The workers are seeking fair contract settlements with Caterpillar, A.E. Staley, the nation's coal operators and Central Illinois Public Service.

UAW bargains first contract at Murray Ohio

Nashville, Tenn.

After two years of negotiations, UAW Local 1621 and Murray Ohio Manufacturing Inc. agreed on a first contract.

The workers on Nov. 15 approved the 34-month contract by 93 percent. The agreement calls for a $500 signing bonus, a retroactive raise of 50 cents an hour for 1993, followed by 30-cent and 25-cent increases the next two years.

The contract will cover some 4,000 production workers and between 600 and 800 seasonal employees who make bicycles and lawnmowers.

The two-year negotiation session marks the end of a three-decade attempt to return union recognition to the plant. Before relocating from Ohio to Tennessee, Murray Ohio employed UAW workers.

"It has been a long battle," said UAW Region 8 representative Chuck McDonald. "The company made many arbitrary changes over the years, such as changes in the wage structure, hiring temporary employees and bonus procedures. The workers realized that the only way to add stability (for their jobs) was through a written contract."

The contract provides health care and pension benefits, and revamps the company's safety program. Workers will have a paid union representative, an on-site union office, the creation of joint employer-employee teams and a grievance procedure.

The workers voted for UAW representation in September 1991, but negotiations dragged on, with each side accusing the other of bad-faith bargaining.

"The workers are pretty happy," especially older workers, McDonald said.

GM agreement wins approval

UAW members overwhelmingly ratified a new three-year pattern contract with General Motors Corp., while the Electronic Workers reached a tentative agreement with the automaker.

"We now look forward to working with the company to apply this agreement in a constructive and mutually beneficial manner," said a statement by UAW President Owen Bieber and Vice President Stephen P. Yokich, who heads the union's GM department.

The contract provides for a 3 percent wage increase in the first year followed by 3 percent lump-sum payments in the second and third years. Employees will continue to receive fully paid health care benefits, but 22 cents will be diverted from cost-of-living adjustments to maintain the coverage.

Some 71.5 percent of eligible employees approved the pact, which covers 260,000 workers, the union said.

The IUE reached a tentative agreement with GM on Nov. 11 on a three-year contract similar to the UAW pact. The 22,000 members covered by the agreement will vote at the local level within two weeks, said IUE spokesman Steve Hahn.

The agreement contains no concessions, Hahn said, and includes the same 3 percent wage hike and bonuses as the UAW received, increased pensions for current and future retirees, greater job and income security and continuation of fully employer-paid health care.

Inbrief

Roofers return Kruse, picket at Frontier

Las Vegas

Delegates to the 24th Roofers convention, seeking to strengthen the union, increased per capita by $3 over the next five years. The first of three $1 increases is effective July 1, 1994.

Other resolutions included a death benefit increase, guidelines for strike authorization votes by local unions, organizing and increased powers for the executive board to deal with daily administrative problems not covered by the constitution and by-laws.

Armed with the convention theme, "Our Work, Our Union, Our Future," more than 400 delegates and guests also picketed the Frontier Hotel in support of striking workers.

"These workers are fighting for their basic rights — a union contract," said Roofers President Earl J. Kruse.

Kruse and Secretary-Treasurer Kinsey M. Robinson were re-elected to serve five year terms.

Speakers included Building and Construction Trades President Robert A. Georgine; National COPE Director Richard Walsh; William Gould, executive vice president of the National Roofing Contractors Association; John Lewis, attorney and workers' compensation expert; and Sam Sackman of Sackman Associates.

Per capita raised for labor TV show

Indianapolis

The Indiana AFL-CIO has received approval from state trade unionists to produce a biweekly 30-minute cable television show.

Delegates to the state convention approved a 3-cent monthly per capita increase, effective Jan. 1, to raise money for the new program. The state federation will own the show and retain complete freedom over its contents.

In addition, the nearly 400 delegates spent much time discussing NAFTA and health care, passing resolutions opposing the proposed trade agreement and in favor of comprehensive health care reform.

Charles C. Deppert won re-election as president, with Jerry Payne returning as secretary-treasurer. Twenty-four members of the executive board also were re-elected, with two new members joining them: Michael Daugherty from the Electrical Workers and Dan Winslow from the Steelworkers.

Speakers included President William H. Bywater of the Electronic Workers, President James E. Hatfield of the Glass, Molders and Pottery Workers, President Norman Hill of the A. Philip Randolph Institute, Dennis Kivikko of the AFL-CIO Union Label and Service Trades Department and Dolly Penny of Union Privilege.

Alabama delegates focus on U.S. jobs

Mobile, Ala.

More than 400 delegates to the Alabama AFL-CIO convention spoke out on the urgency of keeping jobs in America.

The delegates called on Congress to defeat the North American Free Trade Agreement, as well as to pass S. 55, the Workplace Fairness bill, outlawing the hiring of "permanent replacements" for strikers.

The convention also honored two Steelworkers who were killed by a hit-and-run driver on a picket line at the National Standard Plant in Columbiana, Ala.

In other business, the delegates voted to affiliate with the state retirement organization and held a series of workshops for increasing the union's internal and external presence in the state.

Speakers included Alabama Gov. Jim Folsom Jr., AFL-CIO Regional Director Ron Martin, National COPE Director Richard Walsh, A. Philip Randolph Institute President Norman Hill and Steve Protulis of COPE.

Maryland-D.C. backs public-sector talks

Baltimore

Delegates to the Maryland-D.C. AFL-CIO convention elected officers and outlined policies to boost union workers in Maryland and the District of Columbia.

Delegates re-elected President Edward A. Mohler and Secretary-Treasurer Primo Padeletti to four-year terms. Ernest R. Grecco was re-elected first vice president and Joslyn Williams second vice president.

Delegates supported public employee collective bargaining, statehood for the District of Columbia and reform of the nation's health care system and outdated safety and health laws.

Speakers included Sen. Paul Sarbanes (D); Mayor Kurt Schmoke of Baltimore; state Sen. Mike Miller (D), president of the Maryland Senate; Louis L. Goldstein, state comptroller; Henry Koellein, Maryland commissioner of labor and industry and former Baltimore AFL-CIO president; Robert Harbrant, president of the Food and Allied Service Trades Department; AFSCME Secretary-Treasurer William Lucy; AFL-CIO civil rights director Richard Womack; AFL-CIO Region III Director Kevin Kistler; and Tom Owens, assistant to the director of the AFL-CIO Department of Legislation.

N.H. raises per capita, re-elects MacKenzie

Nashua, N.H.

Delegates to the New Hampshire AFL-CIO convention approved a per capita increase of 7 cents for 1993 and 4 cents in 1994 to move the state federation aggressively toward its goals.

Other resolutions included an endorsement of labor's call for action for economic conversion in New England and support of OSHA reform and health care reform.

State AFL-CIO President Mark MacKenzie was re-elected to his third term. Newly elected officers include Secretary-Treasurer Daniel Courchesne of Carpenters Local 625 and Executive Vice President Thomas J. Bascom of Ironworkers Local 745.

Delegates also elected 10 new vice presidents. They are John F. Cashin, Richard Chapman, William Clayton, Don Dinwoody, Linda Horan, Joseph Maccarone, Brian Mitchell, Barbara Partlow, Erik Schroeder and Frances X. Cronin.

Speakers included Charles Richards, assistant secretary at the U.S. Department of Labor; Elaine Bernard, director of Harvard's Trade Union Program; Reps. Dick Swett, Bernie Sanders and Bill Sallof; and Gerald Shea, director of the AFL-CIO Department of Employee Benefits.

September import surge puts U.S. in deeper hole

By John R. Oravec

A torrent of record-high imports drove the U.S. foreign trade deficit to $10.9 billion in September and pushed the trade gap for the first nine months of 1993 to $88 billion — worse than the total for all of 1992.

The nation's merchandise trade imbalance was running at an annual rate of $125 billion during the third quarter, well ahead of last year's total shortfall of $84.5 billion, data from the Commerce Department showed.

Exacerbating the September imbalance were:

● Surges in imports from Asian-Pacific Rim countries, which enjoyed a $10.1 billion trade surplus with the United States while President Clinton was engaged in trade talks with leaders of the Asian-Pacific Economic Cooperation bloc.

● A $101 million trade deficit with Mexico for the month, announced shortly after Congress gave final approval to the North American Free Trade Agreement. NAFTA backers had been ballyhooing a trade surplus with Mexico, which has shrunk to $1.7 billion from $4.4 billion a year earlier.

● The trade deficit with Canada surged to $1.1 billion in September, nearly double the August shortfall of $584 million. For the first nine months of the year, the U.S. imbalance with its NAFTA trading partners has escalated to more than $5.9 billion. In the comparable 1992 period, the deficit with the NAFTA countries amounted to $548 million.

AFL-CIO economist Greg Woodhead warned that deeper U.S. trade deficits with Mexico are likely because of the recent devaluation of the peso.

Before seasonal adjustment, the Commerce Department said, the deficit in manufactured goods amounted to $12.4 billion. Imports of factory-made products rose by $2.1 billion to $42.5 billion in September, while exports increased by $1.1 billion to $30.1 billion.

For the first nine months of 1993, the deficit in manufactured goods amounted to $82.9 billion, compared with $60.2 billion in the year-ago period.

The overall deficit before seasonal adjustment amounted to $12.8 billion, the highest monthly level in several years.

Trade analysts estimate that each $1 billion in transactions affects 20,000 jobs. For each $1 billion in exports, 20,000 jobs are created; for each $1 billion in imports, 20,000 jobs are wiped out.

Between February and September, manufacturers lopped 250,000 workers off their payrolls. During that period, the U.S. foreign trade deficit amounted to $72.5 billion.

The September import surge was reflected by increases of $600 million in capital goods, $500 million in industrial supplies and materials, and $200 million in autos, parts and engines.

Exports showed gains of $476 million in gold, $378 million in food and $125 million in telecommunications equipment. But exports decreased by $300 million in capital goods and $375 million in civilian aircraft.

The United States posted a surplus of $1.3 billion in advanced technology products in September even though exports declined by $400 million. The August surplus in ATP products was $2 billion.

Imports of energy-related petroleum products amounted to $4.1 billion, including $3.1 billion in crude oil.

The deficit with Japan widened by $60 million to $5.3 billion on imports of $9.3 billion and exports of $4 billion in September. The U.S.-Japan trade imbalance, which amounted to $42.2 billion in the first nine months of 1993, is by far the largest with any trading country.

The second worst deficit was with China, rising to $2.5 billion in September and to $16.7 billion for the January-September period.

In trade with Western Europe, the U.S. deficit was cut to $394 million in September from $813 million in August. For the first nine months of the year, the deficit is $315 million. But a year ago, the U.S. had a $7.2 billion surplus with Europe.

With economic problems burdening countries in Europe and Asia, analysts expect the U.S. trade deficit to worsen in coming months and deteriorate further next year.

In other economic reports:

● Construction of new homes and apartments rose 2.7 percent in October to an annual rate of 1.36 million units. It was the third monthly increase in a row and the highest rate of housing starts since February 1990, the Commerce Department reported.

The starts of single-family homes climbed 5.8 percent to an annual rate of 1.2 million, while apartment starts dropped 15 percent to an annual rate of 172,000 following a September surge.

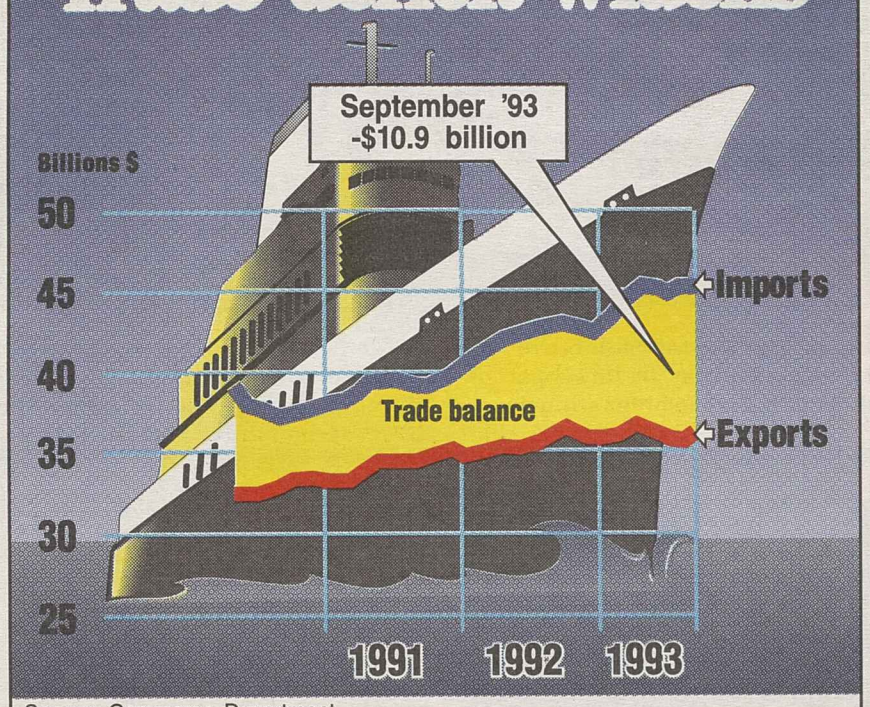
Applications for building permits, a gauge of future construction activity, rose 2.8 percent in October.

● Industrial production rose 0.8 percent in October for the fifth straight monthly increase, the Federal Reserve reported.

The factory operating rate rose to 81.7 percent of capacity from 81.1 percent in September. The operating rate at utilities was unchanged at 86.4 percent but edged down to 86.9 percent in mining.

Production in factories, mines and utilities was 4.4 percent higher than October 1992, the FRB said.

Significant statistics



Source: Commerce Department

The United States is headed toward a 1993 foreign trade imbalance of $125 billion, based on transactions during the third quarter. Last year's deficit totaled $84.5 billion. In September, imports of merchandised goods poured in at a record clip of $49.8 billion while exports edged up to $38.9 billion for a shortfall of $10.9 billion.

Housing starts	
October	+2.7 percent
Annual rate	1.39 million units
Industrial production	
October	+0.8 percent
Capacity utilization	
October	82.4 percent
Change	+0.5 percent

AFL-CIO NEWSGRAFIC

BLS revising jobless rate survey to correct under-counting

Women workers haven't been counted correctly and the result could be a significant jump in the jobless rate in January when the Labor Department revamps the way it computes the unemployed.

The unemployment rate is based on the Current Population Survey (CPS) — a sampling of 60,000 households — taken by the Census Bureau for the Bureau of Labor Statistics.

But over the years, Labor Department researchers determined that many women who had been seeking jobs were wrongly described as homemakers and were not counted as being in the labor force.

To better track the actual count, BLS said that since July 1992 it has been conducting a parallel CPS survey of 12,000 households. Under the new methodology, BLS found that the unemployment rate was about a half-percentage point higher than under the current CPS survey, which has not been changed since 1967.

The revamped survey showed that the nation's average jobless rate in the 12 months through August was 7.6 percent, rather than the 7.1 percent under the current CPS. The new rate for women was 6.8 percent, compared with 6 percent under the old survey; for men, the rate was 6.9 percent, up from 6.7 percent.

While the official jobless rate is likely to increase with the Feb. 4 release of the January statistics, chief AFL-CIO economist Rudy Oswald said the rate will likely rise one-tenth to two-tenths of a percentage point. That would account for about 120,000 to 240,00 persons.

"The increase may be even larger," Oswald said. "No one knows the precise effect at this stage."

The number of discouraged workers, those who have given up the futile hunt for jobs, will likely drop from the current level to 1.1 million to around 500,000.

"This will not affect the official unemployment count since these workers are not now included among the unemployed," Oswald pointed out.

More part-time workers likely will show up in both the "employed" and "unemployed" listings, he said. Currently, there are some 15 million workers in voluntary part-time jobs and about 6 million involuntary part-time workers who want full-time jobs.

Oswald noted that most labor economists are generally supportive of the revamped survey. "We have no reason to object at this time to the CPS revision, but we will keep a careful eye on the results," he said.

At this time, there will be no change in the BLS Current Employment Statistics survey of businesses to collect payroll data for the jobs report.

In October, the establishment survey data showed 111.5 million workers on non-farm payrolls before seasonal adjustment; the household survey showed that 120.5 million were employed.

Oswald pointed out that more paid and unpaid workers in family businesses are likely to turn up in the official "employed" count. There are now about 100,000 unpaid family workers in agriculture and 230,000 unpaid family workers in non-farm businesses.

Data for the establishment survey is collected from payroll records by BLS in cooperation with state agencies. In 1992, the sample covered more than 370,000 businesses employing some 45 million workers.

— John R. Oravec

Newsmakers

John N. Sturdivant, president of the Government Employees, and **John F. Leyden,** secretary-treasurer of the AFL-CIO Public Employee Department, have been appointed to the National Partnership Council, which is charged with creating a more cooperative framework for labor-management relations in the federal government. Other labor council members are **Robert M. Tobias,** president of the National Treasury Employees Union, and **Robert S. Keener,** president of the National Federation of Federal Employees.

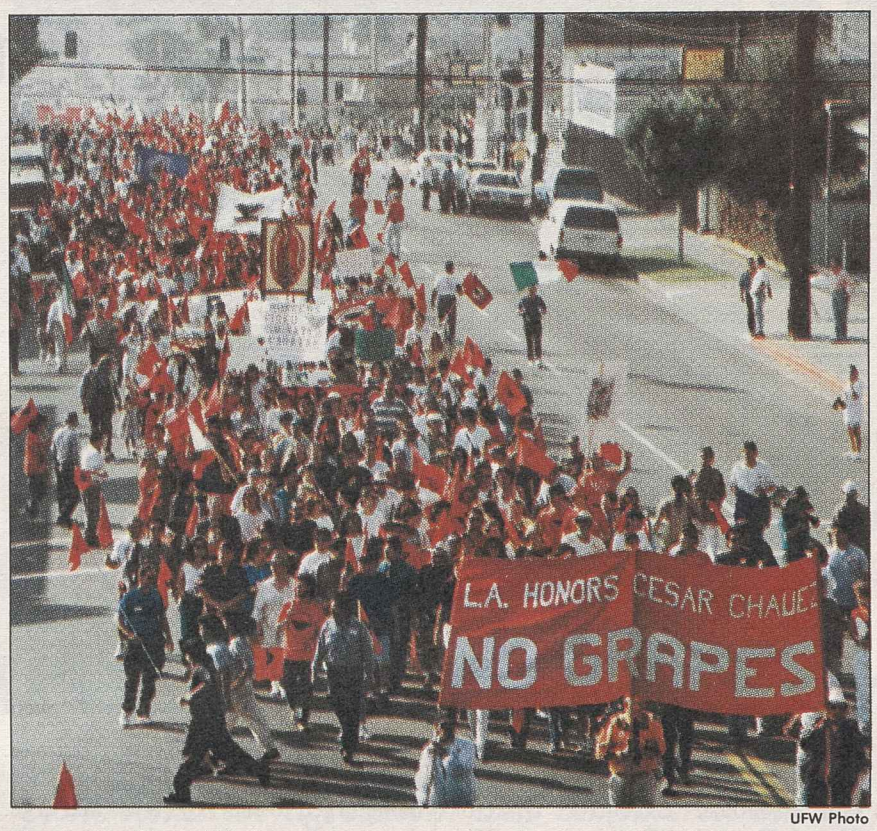
Government representatives are **James B. King,** director of the Office of Personnel Management; **Thomas Glynn,** deputy secretary of labor; **Phil Lader,** deputy director for management of the Office of Management and Budget; **Jean McKee,** chairman of the Federal Labor Relations Authority; **John Calhoun Wells,** director of the Federal Mediation and Conciliation Service; **George Munoz,** chief financial officer of the Treasury Department; and **Edwin Dorn,** assistant secretary of defense.

Ernest W. DuBester, former AFL-CIO legislative representative, and **Magdalena Jacobsen,** former secretary-treasurer of the Flight Attendants, were sworn in as members of the National Mediation Board after being confirmed by the Senate. DuBester was designated NMB chairman. The three-member board is responsible for administering the Railway Labor Act, which governs labor-management relations in the railroad and airline industries.

The Senate has confirmed **Martin Manley** to be assistant secretary of labor for the Office of the American Workplace, which will promote labor-management cooperation and innovative work practices.

Meanwhile, Senate Republicans are stalling on the nomination of **William B. Gould** as chairman of the National Labor Relations Board, holding out for the disclosure by President Clinton of the name of a Republican to fill the agency's fifth seat. Clinton is expected to resubmit the nomination next year.

Teamsters President **Ron Carey** has appointed **John Metz** to be director of the union's Public Employees Trade Division. Metz was president of Teamsters Joint Council 13 in St. Louis and has been active in the union for more than three decades.



UFW Photo

Thousands of Farm Workers march in Los Angeles to celebrate the renaming of the city's Brooklyn Avenue to Cesar Chavez Avenue in memory of the UFW's founding president. Dozens of communities in California have renamed schools, parks, libraries and other public facilities to honor the late labor leader. But last month, California Gov. Pete Wilson vetoed legislation designating March 31, Chavez's birth date, an official state holiday. Chavez died April 23 at the age of 66.

The AFT has appointed **Claude Duncan** as director of the Public Affairs Department. Duncan previously was manager of media relations for The Children's Defense Fund.

Carmen Delle Donne has been promoted to communications director of the Electronic Workers. Delle Donne has worked for the union in a number of positions since 1984. Before joining IUE, he served as the president of AFGE Local 2578.

Labor and a good cause were represented in the New York City Marathon by Longshoremen Public Relations Director **Jim McNamara,** who finished the 26.2 mile stretch in 4:52:4. McNamara was asking for pledges based on the miles he ran to benefit the ILA's Children Fund. It was McNamara's first marathon.

AWARDS

The National Leadership Coalition on AIDS honored AFSCME President **Gerald McEntee** for the union's early and ongoing efforts to educate members about AIDS. ''HIV/AIDS education is the key to eliminating the fear and discrimination that exist due to a shocking amount of disinformation,'' McEntee said.

Service Employees President **John J. Sweeney** was honored by the New York Committee for Occupational Safety and Health for his leadership in pioneering an innovative health and safety program for the SEIU.

The New York Local of Television and Radio Artists Women's Committee awarded actor, director, producer, writer and composer **Ida Lupino** the WIN (Women's Image Now) award. Lupino was described as ''a major force and an inspiration to all women'' who was responsible for ''major advancements by women in the entertainment arts.''

The Coalition of Labor Union Women saluted the International Labor Organization for its work in advancing the cause of women workers. The ILO received accolades for its continued efforts to secure universal human and worker rights and its 1993 landmark report on ''Women Workers, Union and Industrial Sectors in North America.''

DEATH

Charley Heymanns, 92, died at his Sheboygan, Wis., home on Nov. 12. Heymanns, a former AFL-CIO regional director, was known as ''the father of the labor movement in Sheboygan.''

Heymanns began his labor journey at Kohler Co. in Wisconsin, where he organized a strike to achieve worker dignity. The UAW ordeal at Kohler from 1954 to 1960 ranks as the longest successful strike in U.S. history.

After leaving Kohler, Heymanns became a national organizer for the Midwest region of the old AFL. In 1955 he was appointed director of Region XII by George Meany.

Resources

CONFERENCE

A national conference on the issues surrounding HIV/AIDS in the labor community will be held Jan. 19-20 at the Washington Court Hotel. The conference, co-sponsored by the AFL-CIO and the George Meany Center for Labor Studies, is for national union leaders and staff and space is limited to 300 participants. Contact the AFL-CIO Department of Occupational Safety and Health, 815 16th St. N.W., Room 704, Washington, D.C. 20006.

PUBLICATIONS

Total Quality Partnership — A Vision for the Future details actions needed to build a full partnership between government and federal workers and their unions. For more information, contact Diane Witiak of AFGE at 202/639-6423.

Several new reports are available from the AFL-CIO Food and Allied Service Trades Department. **A Report on the Future of Food — Promise or Peril?** provides information on biotechnology; **Ergonomics: A Source Book** offers help on ergonomic issues; and **South of the Border: A Report on the Food and Allied Services Industries** provides information on companies that are involved in trade and production in Latin America. Copies are available from FAST at 815 16th Street, N.W., Room 408, Washington, D.C. 20006.

The AFL-CIO Public Employee Department has published the following booklets: **Public Employees: Facts at a Glance,** a resource guide on the public sector, and **Public Employees Bargain for Excellence: A Compendium of State Public Sector Labor Relations Law,** a guide to the current status of collective bargaining rights for public employees. Contact PED at 815 16th St. N.W., Room 308, Washington, D.C. 20006.

AUDIOTAPE

Off Center, a quarterly audiomagazine produced by the George Meany Center for Labor Studies and the AFL-CIO Department of Education, now features segments on health care reform, OSHA reform and communication tips. Subscriptions are $24 for one year, $42 for two years and $56 for three years. Write the Meany Center, Off Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Community support helps determined NYU workers gain contract

By Sharolyn A. Rosier

Overcoming threats and concessionary demands, more than 1,000 clerical and technical workers at New York University won a contract with improved wages and benefits.

The workers, represented by an AFT affiliate, gained wage increases of 3.5 percent to 4 percent based on grade for each of the next three years, an 8 percent increase in pension benefits, tuition reimbursement for training courses and a 33 percent increase in life insurance — from $7,500 to $10,000.

At the beginning of bargaining, the union said, the university's sole proposal was that its lowest-paid staff either pay more health care premiums or forgo a raise. But the union also thwarted demands for health care givebacks. The only change in health insurance was for those enrolled in the Aetna plan, with a gradual increase in deductible and managed care for 1995 and 1996.

Other contract provisions include a $120,000 child care fund established by NYU over three years, domestic partner benefits, release time for shop stewards to handle grievances, eligibility for childcare leave reduced from 18 months of service to one year and more union bulletin boards.

The union charged the university's hiring practices fail to represent the student body, which is 50 percent Asian Pacific American, Hispanic and African-American. During negotiations, Local 3882 President Trudy Rudnick and the 45-member bargaining team documented racist comments and treatment they have encountered on the job.

The three-year contract improves protections against discrimination and includes stronger promotion and transfer language.

The union members received widespread community support, including from Pulitzer Prize-winning author Alice Walker; the NYC Central Labor Council; 9to5 the National Organization of Working Women; Manhattan Borough President Ruth Messinger; and state Assembly members Frank Barbaro and Deborah Glick.

Supporters sent thousands of letters and made telephone calls to NYU President L. Jay Oliva and the board of trustees in support of the workers. In a letter to Oliva, Walker said, ''NYU should be a leader and educator, not an obstacle to workers. NYU's resistance to specific measures to cure the cancer of racism in hiring, transfers and promotions is disgraceful.''

Other activity included a Oct. 21 rally at NYU's Bobst Library, where three trade unionists were arrested, said Lisa Baum, union organizer. They also rallied outside board of trustees meetings, conducted in-office demonstrations and information picketing, and ''accompanied'' Oliva to work.

Another tragic fire reinforces Toycott campaign

By Colleen M. O'Neill

A deadly fire in a Chinese toy factory has focused renewed attention on dangerous and oppressive working conditions in that nation, giving new impetus to the AFL-CIO's Toycott campaign this holiday season.

Eighty-one workers making toys for the European and American markets were killed when trapped behind locked doors and windows after a blaze broke out at Zhili Handicrafts in southern China. Thirty-one others were injured.

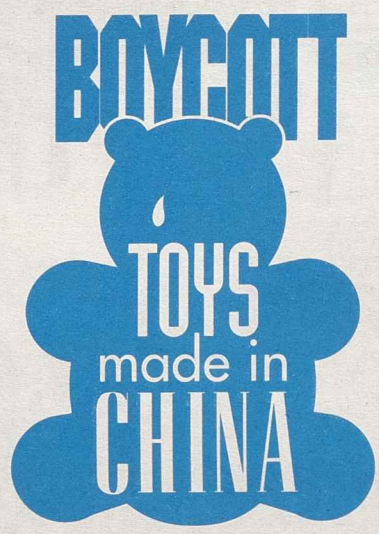
"As was the case when 240 workers died in Bangkok last May, the Chinese factory was a death trap," said AFL-CIO President Lane Kirkland. "Fire escapes, fire alarms, sprinklers, safety systems and the other bare minimums of decent protection were missing."

The company apparently had been warned eight months ago to improve its fire safety measures.

The Zhili factory was a joint Chinese-Hong Kong venture, prompting Hong Kong's Confederation of Trade Unions to denounce Hong Kong firms for an "immoral" lack of concern about safety. The CTU said it would call for a new code of conduct for the companies.

Kirkland noted that "the appalling conditions suffered by Asian workers — and the failure of world governments to act against those conditions — have prompted the AFL-CIO and its youth arm, Frontlash, to push vigorously for a 'Toycott.'"

The fifth annual Toycott now is under way, as Frontlash, joined by consumer groups and human rights activists, shines a spotlight on the Chinese government's human rights and worker rights violations that help produce the cheap Chinese toys that glut the U.S. market.



"When governments will not act, people must. The Toycott makes freedom fighters of U.S. citizens who are determined to see tragedies like the factory deaths stopped."

— AFL-CIO President Lane Kirkland

"Conditions in China have not gotten better since we started the Toycott," said Frontlash Executive Director Cheryl Graeve. "For instance, Han Dongfang has attempted several times over the past several months to get back into China and actively work to organize trade unions. He's been denied access to the border, beaten up and thrown out."

"When governments will not act, people must," Kirkland said. "History teaches that tyrants change their ways only through force, like sanctions and boycotts. The Toycott makes freedom fighters of U.S. citizens who are determined to see tragedies like the factory deaths stopped."

Toycotters will be out in front of toy stores in major cities doing informational leafletting, urging customers to check the labels and reject those made in China. In addition, petitions will be circulated to show America's toy stores the depth of support for the toy boycott.

On Dec. 10, International Human Rights Day, Toycott supporters are being urged to call Toys R Us and urge the company to quit carrying toys made in China.

The Dalai Lama, Tibet's spiritual leader, has added his voice to those of Toycott organizers.

"As a leader of the Tibetan people, my prime concern is to pursue all effective means to relieve them from Chinese occupation and restore their freedom," he said in a message to Toycott organizers. "And as a convinced follower of nonviolence, I support the path of reasoned and peaceful change.

"The Chinese respect a firm stand and are sensitive to economic pressure," he said. "Accordingly, I am happy to endorse the Toycott campaign to boycott toys made in China, with a prayer that the winds of peace and liberty shall blow not only through Tibet, but across the whole of China, too."

China produces about 20 percent of the world's total number of toys, making it the single largest toy-producing country. Its 1992 shipments totaled approximately $5.5 billion. Frontlash said those revenues help the Chinese government continue its oppression of its citizens.

Unionists are jailed and even killed for trying to organize, while Tibetan monks and Catholic priests and nuns are jailed for practicing their religions.

It is estimated that as many as 12 million people are in forced labor camps making products for export. Many of the toys that delight American children on Christmas morning are made by workers under grim conditions.

The United States is the world's largest toy market, with annual sales of close to $19 billion — or about 35 percent of sales worldwide. Approximately 55 percent of dolls and 40 percent of other toys are imported from China.

Frontlash's Graeve pointed out that many of the most popular toys come from China — Barbie dolls, Teenage Mutant Ninja Turtles, GI Joe, Troll dolls, Mickey Mouse and other Disney products and Sesame Street toys.

"We are the single largest buyer of Chinese-made toys," she said, "and we have an opportunity and an obligation to stand with the people of China and Tibet."

Some union-made alternatives to toys made in China include large plastic toys from Today's Kid, board games and puzzles from Milton Bradley, sleds, wagons and hobby horses from Flexible Flyer, Etch-A-Sketch and other items from Ohio Arts Co., bicycles from Huffy Corp., playhouses from Fisher-Price and Lionel trains.

Frontlash has established a hotline for information on Toycott activities: 800/833-3250.

INSIDE

1 ***NAFTA is passed by unholy alliance***
A Clinton coalition of convenience with Republicans, combined with protectionist trade deals, resulted in congressional approval of the North American Free Trade Agreement.

2 ***UMWA, coal firms down to the wire***
Marathon talks between the Mine Workers and the nation's coal operators bring hope of a settlement to the six-month-long dispute that has idled 17,000 UMWA members.

9 ***UAW gains contract at runaway plant***
After two years of tough bargaining, UAW Local 1621 reaches a first contract for 4,000 at a Tennessee plant of Murray Ohio, which ran away from a UAW contract many years ago.

1 ***Tough fights continue for airline workers***
American Airlines flight attendants are back on the job while union workers at other carriers fight management campaigns to cut jobs, wages and working conditions.

3 ***Unions seek share of health savings***
The AFL-CIO and affiliates are reviewing collective bargaining options to help unions win a share of employers' savings likely to result from national health care reform.

10 ***Trade gap passes total 1992 deficit***
Fueled by surging imports, the nation's trade gap for the first nine months of 1993 hit the $88 billion mark — worse than all of 1992, the Commerce Department reports.

VOLUME 38, NUMBER 25
NOVEMBER 29, 1993

AFL-CIO NEWS

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

11/29/93

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

AFL-CIO NEWS

VOLUME 38, NUMBER 26 DECEMBER 13, 1993

FOCUS



Unions examine all sides of homework issue. **Pages 6-7.**

Mine Workers gain tentative 5-year pact

By James B. Parks

Mine Workers were preparing to vote on a new five-year contract that UMWA President Richard L. Trumka said would provide the union with long-sought job security with the nation's coal operators.

In announcing the tentative agreement, Trumka credited the resolve of UMWA members who held the line during the bitter seven-month strike.

''This tentative agreement was hammered out at a bargaining table in Washington, D.C., but it was won through the sweat and sacrifice and solidarity of UMWA families in coal field towns across America,'' Trumka said.

''Because union miners stood tall and proud and fought back, we not only won a new contract that guarantees better wages and pensions while protecting our health care and our working conditions, we finally drew the line against double-breasting in this industry with the strongest job security and job opportunity guarantees of any National Bituminous Coal Wage Agreement,'' he said.

''This tentative agreement was hammered out at a bargaining table in Washington, D.C., but it was won through the sweat and sacrifice and solidarity of UMWA families in coal field towns across America.''

— UMWA President Richard L. Trumka

Trumka said he expects the union's rank and file to vote on ratification by Dec. 14, and that no striker will return to work until after the pact is ratified. In addition to the 17,700 strikers, tens of thousands of other UMWA members may be covered and will vote on the proposal, the union said.

Details of the agreement were withheld pending membership ratification.

AFL-CIO President Lane Kirkland hailed the tentative agreement as ''a tremendous victory for the . . . UMWA families who stood up for jobs with a future. We salute these brave strikers who, throughout their long ordeal, never lost sight of the objective — a fair settlement.''

The UMWA began a selective strike against the Bituminous Coal Operators Association May 10 over the owners' unfair labor practices. The tentative agreement was announced Dec. 7.

Job security was a major issue for UMWA members, who mainly work in older mines where the supply of coal is being exhausted. The union wants UMWA members to be hired for jobs

Continued on Page 5

Congressional session pretty good year for labor

NAFTA 'bridge' comes up short

By John R. Oravec

Workers who are displaced by the North American Free Trade Agreement face long odds of getting training and income support under a ''bridge'' program that takes effect with the implementation of the trade pact on Jan. 1.

Based on estimates of severe job losses, the AFL-CIO told the Clinton administration that the NAFTA Transitional Adjustment Assistance program (NTAA) is woefully deficient.

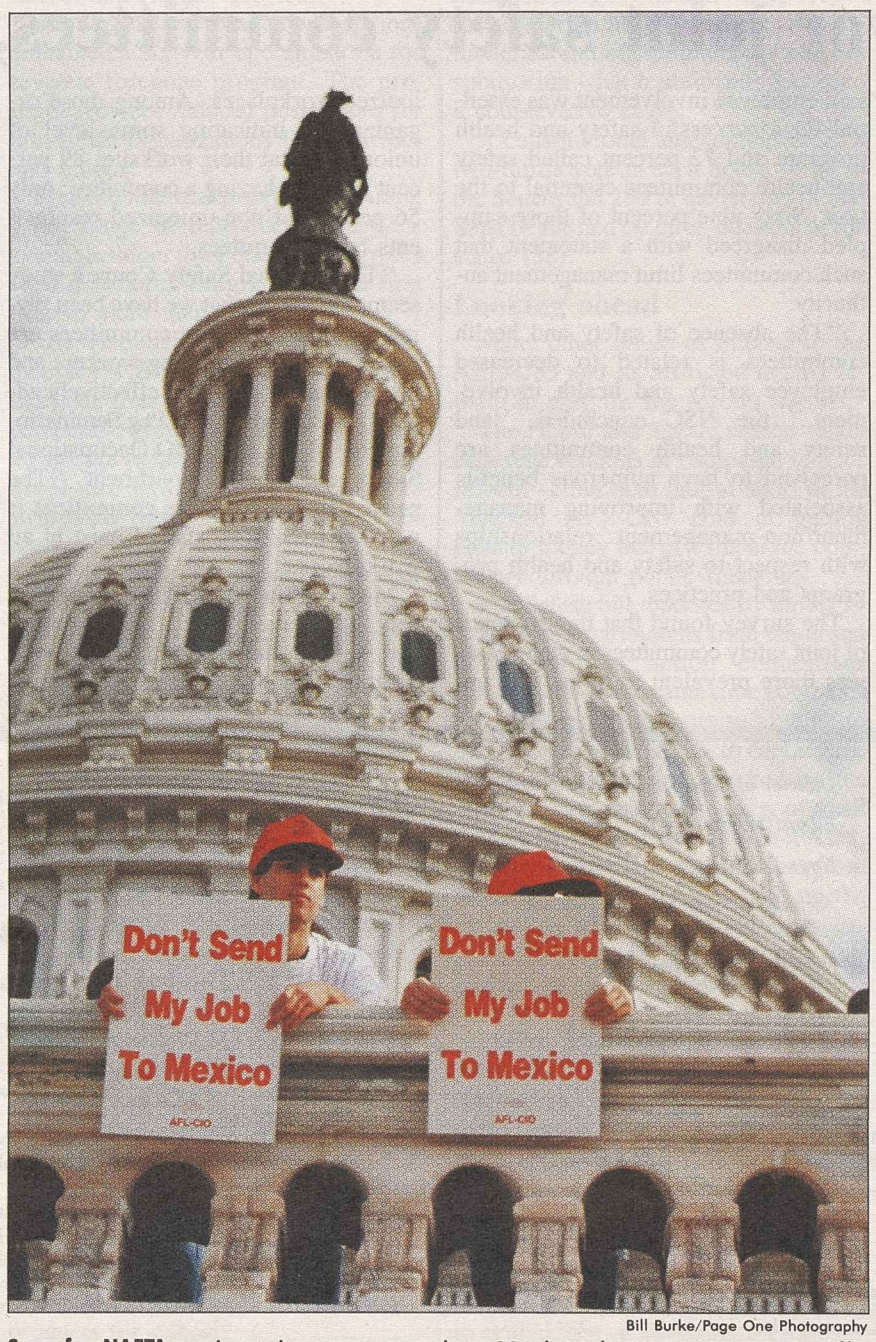
Federation Secretary-Treasurer Thomas R. Donahue noted in a letter to Labor Secretary Robert B. Reich that even a well-designed and adequately funded bridge program would fail to compensate displaced victims of the trade deal with Mexico and Canada.

''But NAFTA's inherent unfairness and potentially heavy social costs will be magnified as a result of NTAA's extraordinarily poor design, uncertain funding and grossly inadequate level of resources,'' Donahue wrote.

He said most of the problems with the bridge program are inherent in the enabling NAFTA legislation, but some can be alleviated by administrative action.

NTAA — Title V of the NAFTA legislative package that the administration pushed through Congress with strong Republican backing — is an 18-month, $90 million transitional assistance program. It would remain in place until Sept. 30, 1998, or be replaced by a comprehensive re-employment system the administration said it would introduce early next year.

Continued on Page 4



Bill Burke/Page One Photography

Save for NAFTA and a jobs program, the 1993 legislative year went well.

By Mike Hall

Labor's legislative agenda fared remarkably well in the first session of the 103rd Congress despite the sour ending — passage of a North American Free Trade Agreement that has dire consequences for working people on both sides of the border.

With passage of the Family and Medical Leave Act and Hatch Act Reform, labor won two measures that successive Republican presidents had bottled up. And the AFL-CIO is looking forward to working with a Democratic administration in the second session on such big-ticket items as health care reform, Workplace Fairness and OSHA reform.

In the first session, the administration proved to be an ally on several issues important to workers that were previously stopped by vetoes.

Along with family and medical leave and Hatch Act reform, President Clinton signed two emergency unemployment benefits extension bills and motor voter legislation, all vetoed by Republican presidents.

Clinton also had AFL-CIO support for his budget reconciliation bill, a five-year $500 billion deficit-reduction plan that restored a measure of progressivity to the tax code by raising income taxes on corporations and the wealthy while expanding the Earned Income Tax Credit for low-income workers.

But an economic stimulus program that could have created 200,000 new jobs was narrowly defeated in the spring.

Davis-Bacon regulations imposing the use of low-wage, untrained helpers were stopped for at least one year and labor also won an agreement on revenue foregone on postal rates for non-profit organizations.

Continued on Page 3

Labor teaching ABCs of health care reform

By Colleen M. O'Neill

Trade unionists around the country are gearing up for a massive education and training effort on health care reform.

Taking advantage of the congressional holiday recess, groups will be sitting down with a formal training program to learn the basics of health care reform and refine labor's support for the Health Security Act into an effective effort.

Several departments of the AFL-CIO, with substantial input from affiliated unions, have devised a three-hour training program that incorporates overhead transparencies, video excerpts, question-and-answer sessions and role-playing.

The plan was unveiled Dec. 9 at the George Meany Center for Labor Studies, as staff members from the Organization and Field Services Department, COPE and various affiliates participated in a train-the-trainer session. A second session is scheduled in early January.

"The focal point of the training is that health care is our issue," said David Cohen of the AFL-CIO Education Department, "and we support the Health Security Act because it incorporates the AFL-CIO's longstanding principles of health care reform."

Those principles include universal coverage and security, cost containment, quality (including doctor choice) and fair financing.

Participants in the first two training sessions are slated to be available for travel around the country to educate groups on health care reform and the Health Security Act.

After the training, participants should be able to:

- Enumerate the problems of the current system that make reform so urgent for working people.
- Learn the principles behind the essential health care reforms in order to evaluate amendments as the legislative process unfolds next year.
- Explain the Health Security Act itself and its advantages in benefits for workers, their families, their unions and the country.
- Explain the faults of opposing viewpoints and competing plans.

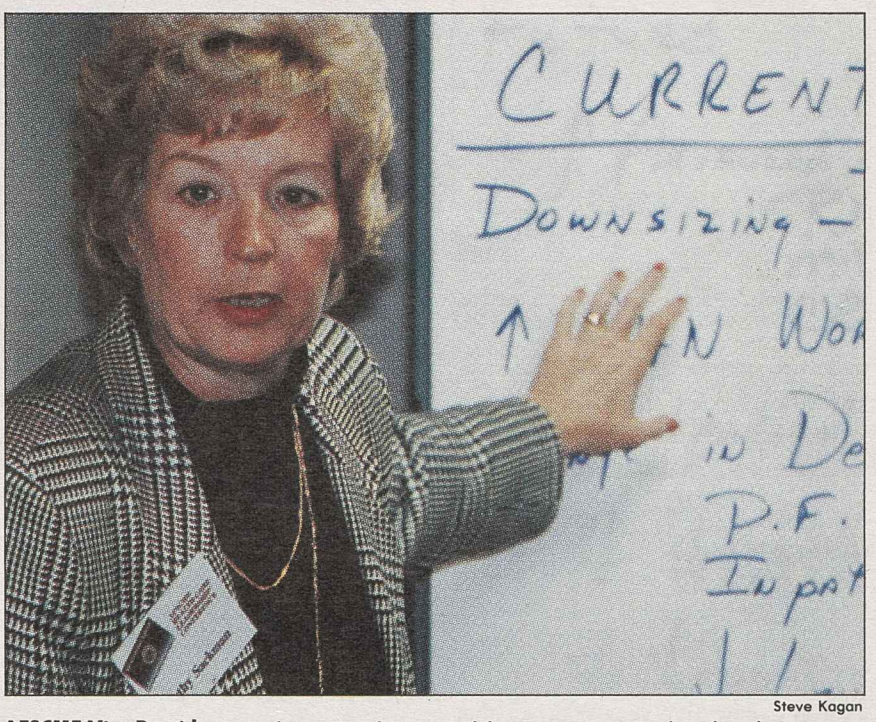
The training incorporates seven categories for discussion — structure, financing, benefits and costs for union members and their families, how it helps the union, how it helps the country, how it helps specific groups and competing plans.

Information sheets about specific groups — communications employees, federal employees, health care employees, industrial employees, low-wage employees, employees in Taft-Hartley multiemployer plans, postal employees and state, county and municipal employees — will be available within each training session.

For example, the sheet covering health care workers discusses the specific training, retraining, career mobility programs and educational opportunities put forth in the legislation for those workers — such items as a National Institute for Health Care Workforce Development and health worker job banks.

Likewise, subsidy proposals and caps on employer and employee premium contributions are discussed more extensively in the sheet on low-wage workers.

In addition, participants will be asked to spend a few moments on a health care reform exercise and review — a series of 10 questions, with answers given. Additional handouts on structure, financing, competing plans and their deficiencies, benefits, premium structure of the Health Security Act and challenges in bargaining also will be available.



Steve Kagan

AFSCME Vice President Kathy J. Sackman addresses a union leadership training conference in Chicago on the role of nurses in health care reform. Sackman is co-chair of the United Nurses of America and president of the United Nurses Association of California.

Health care reform efforts continue on other union fronts as well. AFSCME already has sponsored several training sessions for its officers and staff, with plans for a grass-roots campaign continuing to take shape.

The Service Employees have launched a grass-roots campaign called "Every Vote Counts," and have asked each member to contact their congressional representative via a phone call, a letter or a personal visit.

Both unions have developed materials for local and district councils.

The AFT also has held training sessions and has published extensive information on the subject in its internal publications. Other unions at work in this arena include the Clothing and Textile Workers, Television and Radio Artists, Communications Workers, Bakery, Confectionery and Tobacco Workers, Food and Commercial Workers, Iron Workers, Ladies' Garment Workers, Letter Carriers, Postal Workers, Steelworkers and others.

Employers favor joint safety committees, survey finds

A national survey has revealed strong employer sentiment for on-site joint safety and health committees similar to those proposed in pending Occupational Safety and Health Act reform legislation.

Safety committees are perceived to benefit companies' safety and health practices and have a positive effect on relations between management and employees, the survey found.

The pending OSHA reform legislation, S. 575 and H.R. 1280, calls for employee-employer job safety and health committees.

The study of 2,500 non-agricultural employers was conducted by the National Safety Council. More than 10 percent of the companies queried responded.

Among the respondents, 92 percent said employee involvement was essential for a successful safety and health program and 72 percent called safety and health committees essential to the task. Sixty-nine percent of those sampled disagreed with a statement that such committees limit management authority.

"The absence of safety and health committees is related to decreased employee safety and health involvement," the NSC concluded, "and safety and health committees are perceived to have numerous benefits associated with improving management/non-management relationships with respect to safety and health programs and practices."

The survey found that the existence of joint safety committees in many cases was more prevalent in larger and unionized workplaces. Among those organizations indicating some level of unionization at their worksite, 89 percent reported having a committee; only 56 percent of non-unionized respondents had committees.

"The National Safety Council study seems to reflect what we have been saying all along — safety committees are a proven way of bringing workers and management together to effectively address job hazards," said Peg Seminario, director of the AFL-CIO Occupational Safety and Health Department. "The proven success of these committees is why we think they should exist in all workplaces."

Most committee members — 58 percent — received specialized training, and half of the committees reported meeting monthly or more frequently.

In the majority of the organizations sampled, committee findings were submitted regularly to senior management to guide or influence decisions, the NSC report noted, with some 60 percent indicating regular communication with senior management.

Likewise, 64 percent of respondents noted their committees had written or unwritten guidelines espousing their authority to take action beyond the making of recommendations.

Sample respondents in workplaces with joint committees overwhelmingly reported a much higher chance for employee participation in accident investigation and review, development of safe procedures and authority to stop production in response to workplace safety concerns.

— Colleen M. O'Neill

AFL-CIO NEWS

Director of Information: Rex Hardesty

Editor: Michael Byrne

News Editor: John R. Oravec

Assistant Editors: Candice Johnson, James B. Parks

Staff Writers: Muriel H. Cooper, Mike Hall, Colleen M. O'Neill, Sharolyn A. Rosier

Graphics/layout: Stan Hitt

AFL-CIO Headquarters: 815 Sixteenth St., N.W., Washington, D.C. 20006
Telephone: (202) 637-5010

Vol. 38, No. 26 — MONDAY, DECEMBER 13, 1993

The AFL-CIO News (ISSN-001-1185) is issued every two weeks at 815 Sixteenth St., N.W., Washington, D.C. The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

Official Publication
of the
American Federation of Labor and Congress of Industrial Organizations

Lane Kirkland, PRESIDENT

Thomas R. Donahue, SECRETARY-TREASURER

EXECUTIVE COUNCIL

Albert Shanker
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Edward T. Hanley
John J. Sweeney
Gerald W. McEntee
Owen Bieber
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
William H. Wynn
James E. Hatfield
William H. Bywater
John T. Joyce
Robert A. Georgine
Lenore Miller
Sigurd Lucassen
John N. Sturdivant
James J. Norton
Arthur A. Coia
Gloria T. Johnson

LEGISLATION

Despite NAFTA, labor gains in legislative year

Continued from Page 1

By a large margin, the House approved H.R. 5, the Workplace Fairness Bill, setting up a showdown that the Senate pushed into next year.

The House also passed an AFL-CIO-backed bill on the pre-emption of the Employee Retirement Income Security Act (ERISA), along with two major education bills. Maritime legislation aimed at boosting both seafaring and shipbuilding jobs passed the House.

On the committee level, Davis-Bacon reform legislation won subcommittee approval while legislation threatening health care for retired coal miners and their spouses was defeated. Unions also are gearing up for a perennial fight against a balanced budget constitutional amendment.

Long-awaited laws

AFL-CIO President Lane Kirkland hailed Clinton's signing of the Family and Medical Leave Act Feb. 5 in a Rose Garden ceremony that marked the end of an eight-year struggle. It allows workers to take unpaid leaves of absence (up to 12 weeks) for the birth or adoption of child, or the serious illness of the worker, a child, spouse or parent.

The new law also guarantees the continuation of workers' health benefits during the leave. It applies to firms with 50 or more employees.

More than 3 million federal and postal employees saw many of their political and constitutional rights restored when Hatch Act reform was signed into law by Clinton Oct. 6, almost 20 years after it was introduced. The signing also came after two vetoes — by President Ford in 1976 and by Bush in 1990.

AFL-CIO Legislative Director Robert M. McGlotten called the achievement ''long overdue'' and said, ''the heart of this legislation is the restoration of political freedoms and rights.''

Another former veto victim was successfully resuscitated when AFL-CIO-backed ''motor voter'' legislation was signed into law May 20. The legislation allows citizens to register to vote when applying for a driver's license and various other licenses, as well as allowing mail-in voter registration.

Filibuster kills stimulus

While Clinton's budget reconciliation package squeaked through, a Senate filibuster killed the stimulus portion of his economic program. The original version of H.R 1335 included a child immunization program, a summer program for inner-city youth and the hiring of 10,000 police officers, in addition to the direct creation of 200,000 new jobs.

The bill was approved by the House March 18, but four attempts to break the Senate filibuster failed. Finally, a stripped-down version with only extended unemployment benefits was approved and signed April 23.

Besides improving the tax code, the narrowly passed budget reconciliation package extended the employee tax exemption for employer-provided education expenses and tightened up a bit on the tax breaks ''runaway'' U.S. companies enjoy when they relocate to Puerto Rico.

The House passed its bill 219-216 May 27 and the Senate approved its bill June 25 by a 50-49 vote, with Vice President Gore casting the tie-breaker. After weeks of bickering in conference, the vote was even closer when the House approved the conference report by a 218-216 vote Aug. 5, and Gore again was forced to break a Senate tie the following day.

The AFL-CIO backed a new national service program designed by the Clinton administration to act somewhat like a domestic Peace Corps. Clinton signed the bill Sept. 21.

Gains in appropriations

An AFL-CIO-supported housing initiative, signed Oct. 27, authorizes the Department of Housing and Urban Development to provide up to $100 million over five years in Section 8 project assistance for specific types of housing that use pension funds as a source of financing.

The authorization is a key component of the National Partnership for Community Development, an AFL-CIO Housing and Building Investment Trusts program that will build affordable housing while creating 20,000 union jobs and aiding 33 cities across the country.

The improvement in Davis-Bacon, a ban on Bush-era regulations, was included in appropriations for Labor and Health and Human Services.

The Treasury/Postal appropriations contained a six-year agreement on the revenue foregone program. The program provides reduced postal rates for non-profit organizations like charities and unions.

It also contained provisions making a full range of reproductive services available under the Federal Employees Health Benefits Program for the first time in more than 10 years.

The National Endowment for Democracy (NED), which provides assistance to free trade unions and other democratic groups worldwide, survived an attempt to kill the program. In June, the House approved an amendment to strip NED from State Department authorizations, but it was restored in the appropriations bill approved in October by both houses.

In the Transportation appropriations bill conference report, the AFL-CIO aided in the Senate defeat of an amendment that would have placed severe restrictions on the nation's cargo preference program.

Thousands of high-skilled jobs were saved during consideration of the VA, HUD and Independent Agencies appropriations bill, when an amendment to kill funding for NASA's space station project was rejected.

Mismanaged trade

NAFTA wasn't the only trade issue that was misdirected on Capitol Hill.

An AFL-CIO-backed resolution to deny Most Favored Nation (MFN) trade status to China failed to win House approval, despite compelling evidence that China systematically represses workers, trade unions and students, lacks a free immigration policy and uses prison labor to make products for export.

While Clinton did extend MFN to China for a year, further extensions will depend on China's improved record in these areas, he said.

Congress in late June also extended ''fast-track'' authority for the Uruguay Round of the General Agreement on Tariffs and Trade (GATT). Opposed by the AFL-CIO, ''fast track'' allows only an up or down vote, denying representatives the ability to amend an agreement's implementing legislation.

An AFL-CIO-opposed shipper undercharge bill was passed and signed Dec. 3. The new law limits the claims employees can make against bankrupt trucking companies. In giving others priority over employee-related claims, it can hurt back wages and pensions.

Balanced budget fight

One of the most bruising fights shaping up in the second session will be over the proposed constitutional amendment requiring a balanced federal budget. It would cause massive tax increases and huge cuts in social programs.

S.J. Res 41 and H.J. Res 103 are in the respective judiciary committees. The Senate resolution is likely to be taken up first. Similar efforts were turned back in the 102nd Congress and in 1982, but the chances of passage appear to have improved.

By capitalizing on a combination of voter fear and anger over the deficit and the simplistic rhetoric behind the balanced budget concept, supporters of the resolution have been able to entice moderate and liberal members into cosponsoring what traditionally has been a conservative cause.

A constitutional amendment needs a two-thirds vote in each house — 67 in the Senate and 290 in the House — and must be ratified by three-quarters of the states (38).

Looking ahead

Many other issues of interest to the AFL-CIO and its affiliated unions remain in play for the second session.

The House and Senate passed vastly different versions of campaign finance reform — but both fall far short of the longheld AFL-CIO goal of getting private money out of campaigns completely through public financing.

The Senate bill, opposed by the AFL-CIO, bans contributions from union and other political action committees (PACs), but at the same time continues to allow wealthy donors to give up to $25,000 in contributions to candidates.

The House version, backed by the AFL-CIO, maintains the ability of small donors to participate through PACS, but also allows large contributions from wealthy donors. A conference on the legislation will begin in 1994.

The Senate will take up two major educations bills supported by the AFL-CIO and passed by the House.

Reform 2000/Skill Standards (H.R. 1804 and S. 1150) for the first time establishes skill and performance standards for students and includes labor participation in establishing some of those standards.

''School-to-Work'' legislation, approved by the House Nov. 11, is designed to help students who are not college-bound move from high school to skilled jobs. It establishes a partnership among labor, educators and business to develop skill training programs to help these students in school and after graduation.

The Senate also will consider an ERISA pre-emption bill (S. 1580) similar to one approved by the House (H.R. 1036). The bill remedies several court decisions in which Reagan-era federal judges interpreted the 1974 law to allow employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws.

The House also approved AFL-CIO-backed maritime legislation (H.R. 2151) that is designed to preserve and create jobs for U.S. seafaring and shipbuilding workers.

Other pending legislation includes:

- H.R. 820 provides $50 million in grants aimed at improving the competitiveness of American enterprises through partnerships between unions and industry and with local community, technical or other educational institutions to train workers in advanced technical skills.
- The first major labor-backed reform of the Davis-Bacon Act (H.R. 1231) was approved by a House subcommittee and stands a good chance of seeing floor action next year. The Senate bill (S. 627) is in committee.
- Legislation to extend coverage of the Fair Labor Standards Act and National Labor Relations Act to foreign-flag ships operating in American waters was approved by the House Labor Standards Subcommittee.
- Civil rights legislation (H.R. 1172 and S. 1037) would repeal the Wards Cove Packing Co. exemption in the Civil Rights Act of 1991, which unfairly denies the mostly Asian Pacific American workers at Wards Cove the possibility of gaining full justice in the courts.

Other bills introduced in the first session include:

The Equal Remedies Act (H.R. 224 and S. 17), which would equalize the remedies available to victims of intentional employment discrimination.

Health Care Reform (H.R. 3600 and S. 1757), which is the administration's comprehensive health care reform package, providing universal coverage, portability, cost containment and fair financing.

OSHA Reform (H.R. 1280 and S. 575), which is the first major overhaul of OSHA since it was enacted more than 20 years ago.

Performing Artists (H.R. 226 and S. 481), which would amend the NLRA to extend construction industry provisions of Section 8(f) to the entertainment industry and provide equal labor law protection to actors, musicians and other entertainment workers.

Timber/Forest Product Workers (S. 1504), which is aimed at providing training and employment transition assistance because of the severe job loss in that industry.

Worker Technology/Skill Development (S. 1020), which is designed to increase worker involvement in developing new workplace technologies and practices and authorizes DOL grants to facilitate such programs.

Workplace Monitoring (H.R. 1900 and S. 984), which would prevent the abuse of secret electronic monitoring in the workplace.

Vote for NAFTA earns edge in political $$$

For a member of Congress worried about campaign contributions, a vote against the North American Free Trade Agreement was a lousy idea.

But for a member following the interests and beliefs of voters, opposing NAFTA was the logical choice.

That finding is part of an Economic Policy Institute study of the 234-200 vote on which NAFTA was passed by the House Nov. 17. The study, by Lawrence Mishel and Ruy A. Teixeira, looked at the vote both in terms of campaign contributions to House members from Political Action Committees (PACs) and in terms of 1992 election results in each state.

''If money talks,'' the EPI study said, ''business has as loud a voice with House members who voted against NAFTA as did unions.'' On the other side, NAFTA supporters in Congress and particularly the Republicans among them, are accustomed to overwhelming advantages from corporate PAC money.

A complete list of PAC contributions to House members for the 1991-92 election cycle prepared by the AFL-CIO shows that employer PACs continue to outspend workers and their unions by almost the same 3-1 in every federal election.

The EPI analysis found that even Democratic members who voted against NAFTA got most of their PAC funds from business — 25.7 percent, compared with 20.7 percent from labor.

The percentage of House members voting for NAFTA was overwhelming in the states that voted for Bush in 1992 — 60.7 percent. But Mishel and Teixeira found an even higher number, 66.7 percent, voting against NAFTA from ''swing'' states that went for Clinton in 1992 but not for Democrat Michael Dukakis in 1988.

This finding led Mishel and Teixeira to challenge the ''new Democrats'' premise that, in supporting NAFTA, the president sided with ''forward-looking elements in his party based in the suburban middle class rather than the urban poor and organized labor.''

In fact, they found that ''suburban Democrats were almost as opposed to NAFTA as urban Democrats. That is, 59.6 percent of suburban Democrats opposed NAFTA compared to 67.4 percent of urban Democrats.''

In analyzing how House members voted, Mishel and Teixeira consequently found more truth in the opposing political analysis that ''Clinton's all-out effort to pass NAFTA has angered large segments of the political base he needs to maintain support for his policies.''

That conclusion is borne out by the party lineup of House vote on NAFTA. Thirty more Republicans than Democrats voted for NAFTA, leaving the administration opposed by 60 percent of its roots and supported by two-thirds of its opposition.

''On a range of indicators — median family income, proportion of the work force in white-collar and blue-collar occupations, proportion of the work force in manufacturing — there are only trivial differences between anti-NAFTA and pro-NAFTA Democratic congressional districts,'' the authors found.

''In other words, anti-NAFTA Democratic districts were no less middle class or white collar than those districts where Democrats supported the pact.''

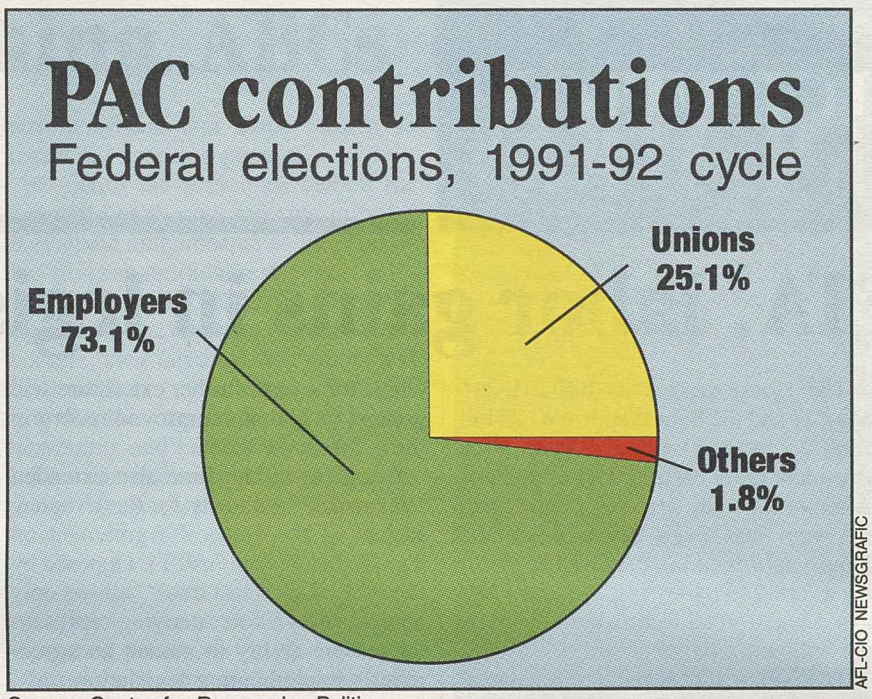
The AFL-CIO report on campaign contributions to House members was the complete record of PAC money to all members of both parties with no distinction in whether they voted for or against NAFTA.

The report was prepared, the AFL-CIO said, to refute a ''totally dishonest report'' Nov. 15 by the Washington Post, which omitted contributions from business PACs lobbying for NAFTA and then exaggerated the labor contributions by going back 10 years to cover five elections cycles and make the volume of labor money look larger.

In the decade the Post reported on, unions contributed 26.2 percent of PAC money while corporations contributed 71.6 percent, or nearly $445 million.

''Voting for NAFTA gave a member of Congress wonderful advantages — the warm embrace of the Washington Post, perhaps some goodies from the president of the United States, cover from the president if future opponents mention NAFTA — and, not least, access to almost three times as much PAC money as the amount contributed by NAFTA opponents,'' said AFL-CIO Information Director Rex Hardesty in a precede to the AFL-CIO flyer.

The AFL-CIO PAC report is printed in a newspaper format mimicking the Washington Post and is available from the AFL-CIO, Room 209, 815 16th St. N.W., Washington, D.C. 20006. It's free in reasonable quantity.



Source: Center for Responsive Politics

Bargaining may boost leave law

Paid leave is new frontier

By Colleen M. O'Neill

The recently enacted Family and Medical Leave Act provides a floor, not the optimum of benefits for a family, union analysts say.

Unions can enhance the law by insisting on some form of income replacement so that workers can afford to take the leave, said Ellen Bravo of 9to5/National Association of Working Women, an associate membership program of the Service Employees. Bravo lauded passage of the act, but characterized the movement toward pay during leave as the next big fight.

The law guarantees up to 12 weeks of unpaid job-protected leave for workers who welcome a child into their family through birth, adoption or foster care, or who are themselves seriously ill or are caring for others in their family with a serious illness.

It took effect Aug. 5 for most employees, but those covered under a collective bargaining agreement will not have the full benefit of the law until Feb. 5, 1994, or the expiration of the contract, whichever comes first.

Bravo noted that 77 percent of women work in lower-paying non-professional jobs, which means they cannot afford to take the leave. A recent study of four states by 9to5 found that 19 percent of new mothers went back to work less than six weeks after giving birth because they could not afford to be off.

One solution would be the enactment of temporary disability legislation, which five states already provide. For instance, in Rhode Island, fewer than 2 percent of new mothers return to work before their babies are six weeks old, because the temporary disability law of the state provides payments equal to two-thirds of wages.

Service Employees staff attorney Orrin Baird stressed the importance of ensuring the act applies to rank-and-file members. One way to accomplish this, he said, is to look at how management employees are treated under similar circumstances.

Other areas that might be further explored through collective bargaining, according to Bravo and Baird, are:

- Strengthening enforcement provisions for employers.
- Changing the definition of ''serious'' illness.
- Broadening the definition of family.
- Ensuring that couples who work for the same employer receive equal amounts of leave.
- Defining the effect of intermittent leave on bumping rights.
- Allowing for the accrual of seniority while a worker is on extended leave.
- Deferring health contributions during leave.
- Covering part-time workers.
- Providing options for borrowing against future leave.
- Establishing leave banks.

Bravo spoke at a seminar on expanding workplace rights under FMLA, which was sponsored by 9to5, the Cincinnati AFL-CIO Labor Council and the National Association of Working Americans.

Unions seek stronger training provisions

Continued from Page 1

A major problem with NTAA, according to the government's General Accounting Office, is that it fails to address many flaws in existing assistance programs, particularly delays in determining who will be eligible for aid.

Training expenditures under NTAA are capped at $30 million per year, AFL-CIO economist Sheldon Friedman noted, which would serve fewer than 10,000 displaced workers annually.

Projections from the Economic Policy Institute indicate that NAFTA would wipe out 500,000 U.S. jobs in its first 10 years. On that basis, 50,000 workers would be dislocated in the first 12 months. Only a fifth of the job-loss victims could be accommodated under the $30 million cap.

The average cost of training is estimated at $4,000 and the average weekly income support is set at $177. Workers would be required to enroll in training within 16 weeks of receiving jobless benefits to qualify for up to a maximum of 52 weeks of income support after their unemployment insurance payments run out.

While many details of the bridge program are yet to be spelled out, the AFL-CIO said it is essential that unions alert their members on procedures to apply for the limited training and income assistance.

Workers are eligible if they have lost their jobs or are at risk of job loss because:

- The company's sales and production declined due to increased imports from Mexico or Canada.
- The company shifted production to Mexico or Canada on products formerly made at the U.S. facility.

Affected workers or their unions must file a petition with their state governor, who must make a preliminary eligibility determination within 10 days. The governor is then required to forward the petition to the U.S. secretary of labor, who has 30 days to make the final ruling on eligibility.

A study by the General Accounting Office has concluded that the narrower 10-day determination period by governors actually could slow the process of certification and restrict access to assistance.

''The effect on workers will depend on how broadly or narrowly each governor interprets the eligibility criteria and the process by which each governor determines whether petitions meet the eligibility criteria,'' the GAO said. ''Different interpretations of the criteria could create inconsistencies between states.''

Donahue underscored the need for administrative modifications in the NTAA program to make it more effective. They include:

- Treat job search assistance as training in determining eligibility for income support, as GAO has recommended.
- Offer extensive pre-retirement counseling for older workers, along with income support. Workers near retirement will be among the heaviest losers under NAFTA, he said.
- Explore the extension of income support beyond 52 weeks when needed to complete training.

Donahue urged Reich to step up efforts to make the program fully operational by Jan. 1 and that it be properly publicized to alert eligible workers of its availability.

''Despite NTAA's overwhelming inadequacy, workers should at least have the opportunity to receive to the fullest extent whatever limited assistance the program can provide,'' he said.

UMWA gains tentative settlement

Continued from Page 1

at new mines, where coal companies set up double-breasted operations in an effort to avoid their contractual obligations.

The union maintained that without job security rights, UMWA members were literally "mining themselves out of a job" because their productivity has increased about 200 percent since the mid-1980s.

With the contract, Labor Secretary Robert B. Reich said, "the union has reached its goal of establishing an important measure of job security for its members."

"Additionally, the union has negotiated provisions that further strengthen workplace democracy and provide for miners to have a real say in the way work is performed," he said, adding that part of the agreement calls for the creation of a "neutral forum...in which miners and mine operators can meet regularly and resolve problems long before they face the urgency of an expiring contract."

Trumka praised special mediator W. J. Usery for his role in gaining the agreement. "If they gave out the Nobel Prize for settling labor-management disputes, the first one should go to Bill Usery." Trumka said Reich's appointment of Usery in September was "absolutely essential" to bringing the two sides together.

"This was without question the toughest set of contract negotiations I've ever been involved with," Usery said, "but the result is an agreement UMWA families can be proud of."

Usery said the two sides reached a tentative agreement more than two weeks before the announcement, but extra time was needed to put it into writing.

Usery, a former officer of the Machinists who was secretary of labor in the Ford administration, has played a major role in settling several major labor disputes, including the UMWA's 1989 strike at Pittston Coal Co.

John Calhoun Wells, the new director of the Federal Mediation and Conciliation Service, congratulated the UMWA on winning the new agreement and praised negotiators for "finding common ground to build a strong partnership for the future."

Trumka also praised the "tremendous solidarity" of affiliated unions and the international labor movement in the strike.

The AFL-CIO Strategic Approaches Committee provided extensive help to the UMWA during the strike. The federation coordinated a visit by an international delegation headed by Enzo Friso, general secretary of the International Confederation of Free Trade Unions, to show global solidarity with the strikers. Friso and other world leaders met with both labor and management during their U.S. tour.

The AFL-CIO also helped to put pressure on Beazer USA, a subsidiary of Hanson PLC, the British parent of Peabody Coal, the country's largest coal owner. The committee assisted the UMWA with a trans-Atlantic proxy campaign in opposition to anti-shareholder corporate governance proposals at Hanson.

The federation's religion and labor program set up meetings with British and U.S. religious leaders to organize visits to coal company executives and to generate community support for the strike.

The seven-month work stoppage was responsible for a loss of about $185 million at Hanson, the Wall Street Journal reported.

It also contributed to a third-quarter drop of 7.6 percent in coal production east of the Mississippi River. In two states where the strike is strong, Illinois and West Virginia, production declined 25.1 percent and 11.7 percent, respectively.

Supreme Court hears case against Pittston strike fines

The $52 million in civil contempt fines assessed against the Mine Workers during the Pittston strike were unconstitutional and should be vacated, attorneys for the union told the U.S. Supreme Court.

AFL-CIO General Counsel Laurence Gold, arguing for the UMWA, told the court that the fines, imposed by a Virginia circuit court judge during the 1989 strike, actually were criminal sanctions. The union, therefore, should have been afforded more procedural protections, including a jury trial, Gold said.

As defined by the Supreme Court in 1911, civil contempt fines must either be compensatory or be efforts to coerce one of the parties into performing a court-mandated act. In contrast, a fine is for criminal contempt when it is imposed because someone allegedly committed a prohibited act.

This case is one of criminal contempt because the union was being fined for performing acts prohibited by the injunction, Gold argued. Since the union was not afforded the necessary protections of criminal contempt proceedings, including a jury trial, the fines should be vacated, Gold said.

Gold also argued that the state court could not continue to pursue the payment of the fines after the parties reached a settlement.

Since the purpose of civil contempt is only to vindicate the rights of a private party, enforcement of a fine — if really civil — should end with a full settlement between the private parties, Gold said. In this case, the judge insisted that the $52 million fine was civil in nature — so no jury was allowed — but also insisted that the fine be enforced even after the two sides reached a settlement in order to vindicate the judge's own authority.

The fine, one of the largest ever imposed under a civil contempt judgment, also is unconstitutionally excessive, Gold said.

The case began in April 1989, when a Virginia circuit court issued an injunction against the union for engaging in unlawful activities during its strike at Clinchfield Coal Co. and Sea "B" Mining Co.

At the coal companies' request, the court held a contempt hearing in May and imposed fines for alleged union-inspired violence.

The court held eight more hearings throughout the strike and the fines grew larger. The judge imposed a schedule of fines for future violations. By the time the strike ended, the fines totaled $64 million. Because of the settlement, the trial judge vacated $12 million that would have gone to the coal companies, but he refused to vacate the remaining $52 million.

A state appeals court set aside the fines because of the settlement, but the state supreme court reinstated the penalty in November 1992.

Attorneys for John Bagwell, an officer appointed by the Virginia court to collect the fines, argued that they were valid civil fines when they were imposed, and therefore remained valid and civil until they were collected. The U.S. Justice Department supported Bagwell's position.

The Supreme Court will probably decide the case, UMWA vs. Bagwell, sometime next year.

— James B. Parks

Unions seek balanced timberland solution

A coalition of timber and paper unions and forest industry leaders are urging Congress to replace President Clinton's Forest Summit compromise with a more workable agreement.

Clinton's solution, called Option 9, was criticized sharply when it was announced in July following a summit of timber industry leaders, workers and environmentalists. The meeting was called to develop a long-range logging plan that would allow for both ecological preservation and continued logging on federal lands, which has been prohibited by court injunctions.

Carpenters staff economist Denny Scott condemned Option 9 as slanted too much in favor of extremist environmentalists and deceptive in its promises of workers.

"The administration promised to achieve a balanced solution that would protect both jobs and forests," Scott said. "Eight months later, we have more unemployment, less timber and a forest management proposal — Option 9 — that is neither balanced, fair, nor a solution."

Speakers at a Nov. 30 press conference said 30,000 workers already have lost their jobs and that Clinton's plan would throw between 60,000 to 80,000 more people out of work, including secondary job losses and job losses in directly related industries, such as pulp and paper manufacturing. Scott also blasted Clinton's proposed worker retraining program, saying the money allocated is woefully inadequate.

"With their future hanging in the balance, displaced timber workers deserve more than some trumped-up scheme of robbing Peter to pay Paul. They deserve a realistic and reliable economic assistance package — for job training, income support and employment services," Scott said.

J. Robert Glunt, president of the National Association of Home Builders, said the plan is hurting people across the country as timber prices skyrocketed and housing costs escalate.

"Timber prices have gone up 50 percent in the last four months, which has added about $3,000 to the hard costs of building a typical 2,000-square-foot home," Glunt said. "Cumulatively, it amounts to a $3 billion tree tax on American home buyers."

Speakers at the press conference said they will lobby Congress early in the upcoming term to overturn Option 9.

— Press Associates

UTU ratifies buyout pact with rail line

The United Transportation Union reached an agreement on behalf of 2,300 workers on Southern Pacific Lines.

The settlement, ratified by nearly three-quarters of voting members, replaces some provisions of an agreement negotiated in 1991 that remains in effect until 1995.

Under the agreement, the railroad is offering a buyout package to senior workers, aimed at eliminating 210 jobs. If a sufficient number don't volunteer, workers would be given an opportunity to move to engine servicing positions rather than be furloughed.

Other provisions include increased disability insurance for trainmen and a 401(k) plan.

Southern Pacific earlier said it would withdraw from the National Railway Labor Conference and negotiate wage and work rule agreements separately.

In another industry development, the National Mediation Board has ordered an election for rail workers on the Florida East Coast Railroad Co., and has included all craft and engine service workers in one unit.

UTU filed a petition with the NMB requesting an election and did not object to the broadened category. Also on the ballot will be the Florida Federation of Railroad Employees, an unaffiliated association.

Niemand complaint goes to shareholders

Charlotte, N.C.

Describing Gibraltar Packaging Group's Niemand subsidiary as "one of the country's grossest violators of federal labor law," angry Paperworkers brought their dispute to the company's annual shareholders meeting.

Members of UPIU Local 919 have been on strike at the Niemand plant in Statesville, N.C., for 20 months.

Inside the meeting, union representatives asked pointed questions about qualifications of former Niemand President Ralph Perullo as a nominee to the company's board of directors.

"We want to know how Ralph Perullo can lose $650,000 on sales of $21 million in 1992, allow massive cash-flow problems that same year, drive his best-qualified workers out on strike, lose Coty Division of Pfizer as a customer because of quality problems, ignore federal labor law, and still be nominated to Gibraltar's board, and appointed its president," asked union spokesman Keith Romig.

The National Labor Relations Board backs the union's claim that Niemand is a federal lawbreaker. The board charged that Perullo's lawsuit against the union was an illegal attempt to harass the workers because of their lawful union activities.

In April, an administrative law judge ruled that Niemand's workers were forced to strike over a series of unfair labor practices. The judge also said that all workers were entitled to be reinstated to their jobs upon request.

Instead of letting the workers return to work last spring, Gibraltar, which bought Niemand during the strike, promptly fired local union President Wanda Potts and other leaders of the walkout.

The company also has threatened to shut down the North Carolina plant and relocate to Marion, Ala.



Sweatshop conditions of the factory are moved to the home when employers exploit women and children with piecemeal work.

Two s

HOME

Unions a on th applic mindful of the history

By Sharolyn A. Rosier

Is homework a welcome alternative for workers or a crass means of worker exploitation?

It depends, the union experience bears out. But because of the history of homework abuse, unions are leery of encouraging the practice even as more employers look to homework as a method to reorganize their workplaces to meet new challenges.

With record numbers of working women, single parents, two-career couples and older workers, homework definitely has an allure for some employers and their workers, who see the option as a way to better manage their lives, along with day care centers and job-sharing programs.

But the history of industrial homework is a history of worker exploitation and lack of regulation, prompting a ''tremendous reluctance to encourage homework,'' noted Dennis Chamot, executive assistant to the president of the AFL-CIO Department for Professional Employees.

The AFL-CIO Executive Council in 1989 called for government regulation of telecommuting — home-based work on computers — to prevent exploitation of employees working from home. In previous years, the AFL-CIO expressed labor's concern with the potential for exploitation in industrial homework, regardless of the type of work.

The Department of Labor prohibited industrial homework in 1942 and, in 1949, specifically banned the practice in seven industries: women's apparel, jewelry, gloves and mittens, buttons and buckles, handkerchiefs, embroideries, and knitted outerwear.

But in 1988, the Reagan administration considered rescinding the homework ban in the women's apparel industry. Hearings on the proposal were held in 1989 in seven cities, including Los Angeles, Miami and New York. Although more than 100 people testified, none of the participants expressed a desire to be a homeworker and no manufacturer of women's apparel testified as to a desire to employ homeworkers, the Ladies' Garment Workers noted.

The Bush administration later took no action based on the record established in the hearings and written comments.

Records maintained by the Department of Labor show that workers hired to sew garments in their homes simply transfer sweatshop conditions from the factory into the home.

''Industrial homework is a boon to the unscrupulous employer,'' said ILGWU President Jay Mazur. ''The worker pays for rent, electricity and machinery. The employers provide no benefits, and even avoid payment of workers' compensation, unemployment insurance and payroll taxes.''

Homeworkers in the garment industry are paid by the piece — a set amount for each garment they sew. Piece rates are set so low that the homeworkers, to earn even a subsistence living, not only must work long hours but also are forced to recruit family members, most often children, the union said.

Furthermore, health and safety standards cannot be enforced when factory work is done in the home, the ILGWU points out.

The resurgence of the sweatshop and homework has been well documented in urban America since the late 1970s.

State departments of labor have found tens of thousands of homeworkers earning as little as $1 an hour. The director of Rhode Island's Department of Labor has found that child labor and the use of dangerous chemicals are common in homework in the jewelry industry.

A major concern of the ILGWU is enforcement of the Fair Labor Standards Act, said Susan Cowell, ILGWU vice president. ''Investigations conducted by the Department of Labor since 1985 have proven that the FLSA cannot be effectively enforced among such homeworkers.''

The professional experience

But new technology has offered a different kind of homework arrangement for professional and technical workers in government and communications. Unions representing those workers have agreed to cooperate under several trial telecommuting programs.

Flexiplace, for example, is a nationwide government project that allows federal employees to work at home or at geographically convenient satellite offices for part of the workweek.

Implemented in 1990, Flexiplace was established to improve the federal government's ability to recruit and retain capable employees, to improve quality of life and to reduce federal operating costs.

Government Employees Local 1923 represents more than 100 federal employees who in August 1992 negotiated arrangements to participate in a Flexiplace telecommuting program at the Health Care Financing Administration in Baltimore.

''The arrangement has gone well for employees and managers,'' said Joe Flynn, vice president of AFGE Local 1923. ''We structured the agreement differently in that employees and managers sign agreements pertaining to workers' compensation, leave, vacation and other benefits. Particular assignments that employees are working on drive the homework.''

The union currently is evaluating the program.

''I'm in favor of homework because of the flexibility it affords me and the opportunity to concentrate in a quiet place,'' said Tom Reiley, an HCFA researcher. ''If the program continues after the evaluation, I will definitely sign up again.''

HCFA researchers work in cubicles, where interminable telephone rings and conversations impede worker productivity. The work involves a lot of reading and analyzing, which is easier in a quiet atmosphere like home, said Judy Sangle, an HCFA research analyst.

Most of the workers involved in the program are GS12 or GS13 social science researchers, said Flynn, but the program has been expanded to include physically impaired employees.

Pat Rivelli, a disabled HCFA employee who began participating in the program only a few months ago, said

sides of

WORK

autious
h new
ctions,
of abuse by employers.



AFGE member John Hopkins works at home as a health insurance specialist with the Health Care Financing Administration.

the union and management came up with ''something positive that has improved my quality of work life.''

''Overall, the telecommuting has been a tremendous success,'' said Dr. Wendell Joice, Flexiplace co-director. ''Job performance has increased, morale has skyrocketed and there is reduced sick leave. Quality of worklife has increased because of the program.''

Some limited experiments

The Communications Workers also have agreed to limited experiments with telecommuting, including a one-year trial program at Wisconsin Bell involving four CWA-represented residence collection representatives who volunteered to participate.

The company in January installed and furnished equipment necessary for employees to work from home, including computer terminals and inbound and outbound telephone lines so they can receive and make calls to customers.

Following the trial period, a joint committee of CWA and company representatives will evaluate the program and examine its problems and benefits.

Telecommuting may not work for all employees. Several issues including ''motivation, quality and customer service will all need to be addressed by both management and the union before any conclusions are drawn and standards established,'' said Keith Dooly, CWA state representative.

Guidelines have been established by CWA in all pilot projects, including a recommendation that the union ''be an equal partner in all aspects of the trial, including the design, implementation, and evaluation'' of the project. The union also has the right to terminate the program with reasonable notice.

''The success stories of home-based work that are most frequently cited involve management employees who enjoy a great deal of autonomy and independence in their work,'' said Patrick Hunt, a research economist for CWA.

''A review of the current literature and an analysis of the issues suggest that home-based telework for production or service workers would be isolating, stressful and could threaten the stability of office-based workers if employers are successful in designating home-based workers as independent contractors,'' he said.

The Service Employees also are giving cautious approval to telecommuting. Several locals in Washington state and California have negotiated guidelines to ensure workers are treated fairly.

In Los Angeles County, some SEIU Local 600 members employed in the county assessor's office work at home several days a week coding real estate documents on a production-quota basis.

''Some departments were trying to strike up individual contracts with workers but we put a stop to that,'' said Frank Dominquez, a Local 600 representative on the committee that negotiated the homework guidelines.

''The county also wanted a system where workers would get overtime if they exceeded their production quota but we fought that, too,'' he said. ''They conceivably could have abused that system by playing favorites with who got overtime.''

Other workers participating in telecommuting projects include some computer programmers represented by SEIU Local 1000, the California State Employees Association, and clerical workers at the University of Washington represented by District 925.

AFSCME has indicated its concern about homework's overall benefit to the worker.

''We have a slow economy and there is a work force that is actually grateful to be able to work at all,'' said Terry Rosen, an AFSCME researcher. ''Unfortunately, in situations like this, workers are easily exploitable and this is very much a concern, especially in telecommuting agreements.''

Delegates to AFSCME's 1984 convention passed a resolution opposing homework that is unilaterally introduced by management. But if locals and councils consider a program, ''it should be done initially on a trial basis for a specified period of time.''

Legal considerations

A recent appeals court case provides a further nugget of caution for unions as they enter into homework agreements. The U.S. Court of Appeals for the Eight Circuit ruled in March that homeworkers are not protected under the FLSA unless the arrangement clearly establishes an ''employer-employee relationship.''

In Reich vs. ConAgra Inc., the appeals court defined the employer-employee relationship as a situation in which an employee engages in physical or mental exertion controlled or required by the employer and pursued necessarily and primarily for the benefit of the employer.

The ruling reversed a lower court's finding that ConAgra Inc. violated the FLSA when it refused to account for employees' time spent on homework. Judge C. Arlen Beam said the lower court erred in ruling that the employer-employee relationship extends to the employees' activities at home making items for store display.

The court focused on the amount of control the employees had over activities at home and the fact that the items, after they had been displayed, were kept by the employees. The Labor Department failed to demonstrate that those activities were controlled by the store or that such activities primarily benefit the store, the court held.

The court also noted that participation was voluntary, that it had no effect on wages, hours or opportunity for advancement, and that employees were not required to complete a project. In addition, although the store benefited from increased sales attributable to the display models, the store was not the primary beneficiary of the homework, the court added.

ConAgra owns a multi-state chain of retail stores, called Northwest Fabrics & Crafts, that sells fabric, craft items and supplies. The department charged that ConAgra failed to keep records of the time that employees at the Davenport, Iowa, store spent at home making garments and crafts as part of the stores display model program.

Undoubtedly, other court tests are to come on the issue, but the ConAgra case alerts unions to have detailed contract language in their homework experiments.

UNION NEWS

Union coalition resumes buyout talks at United

By Candice Johnson

Unions at United Airlines are back at the bargaining table and are reviewing a new buyout offer from the carrier.

Talks between United and two of its unions — the Air Line Pilots and the Machinists — resumed Dec. 1, with the participation of mediator Felix Rohatyn, an investment banking expert who served on the presidential commission on problems in the airline industry.

The Flight Attendants had dropped out of the coalition in September to protest United's plan to cut U.S. attendant jobs and costs by opening an attendant base in Taiwan and other cities. But the AFA has contacted the two unions seeking to rejoin the talks.

Talks between the union coalition and United had broken down in mid-November, with unions charging United with bad-faith bargaining. The carrier had rejected the coalition's offer of $5 billion, or about $165 a share, in exchange for a 60 percent controlling stake in the company. United instead demanded more wage and work rule cuts for workers, in exchange for a smaller share of the company.

ALPA represents about 19,000 United pilots; the AFA some 19,700 attendants; and the IAM about 28,000 mechanics and ground workers.

In other airline developments:

● Northwest Airlines agreed to supply the IAM with information on the carrier's pension funds, so that the union can analyze investments and ensure that provisions of the 1993 contract are being met.

IAM District 143 President Tom Pedersen, who was appointed to the board of directors as part of a contract agreement this year, said the carrier agreed to cooperate fully with a review of the plans.

The union also will study costs of three programs proposed for management employees — a cafeteria-style health care package, increased contributions to 401k plans, and a free airfare plan for children of management — to make certain that these costs agree "with the concessions management agreed to in the IAM contract."

● The Department of Transportation's public counsel recommended that Frank Lorenzo's petition to operate a new carrier be denied, agreeing with unions that challenged the fitness of the defunct Eastern Airlines head to own an airline.

Lorenzo, who led Continental and Eastern Airlines into bankruptcy, owns controlling interest in ATX Inc., which is seeking certification as an air carrier.

Concerns about Lorenzo's managerial capability and his past refusal to play by the rules were raised at a hearing before a DOT administrative law judge. A final decision on Lorenzo's petition will be made next spring.

● The city council of New York adopted a resolution calling on Alitalia Airlines to end its lockout of airline workers and return to the bargaining table.

Workers at Alitalia were locked out after the carrier told employees that work done by cargo handlers and traffic agents would be contracted out to a non-union company. As an alternative, the airline demanded wage and benefit cuts of 40 percent for workers among the lowest paid.

At the request of the IAM, Alitalia was added to the AFL-CIO boycott list.

● After nearly two years of negotiation, the AFA reached a tentative agreement with Allegheny Commuter Airlines covering 175 attendants. A ratification vote will be held by mail ballot, to be counted in January.

The carrier was formed by the merger of Pennsylvania Airlines and Allegheny Commuter Airlines in 1992.



IBT photo

The Teamsters have stepped up holiday boycott efforts against Diamond Walnut Co., which more than two years ago "permanently replaced" workers who struck for a decent contract. Joining the AFL-CIO boycott are American Airlines flight attendants, women's and seniors' rights groups and religious leaders, who will distribute 2 million leaflets at supermarkets around the country by Jan. 1 urging customers to write Congress and protest the use of tax money to subsidize the Fortune 500 company.

Saturn haulers win IBT pact, end walkout

After an eight-day strike that virtually halted deliveries from General Motors' Saturn plant, the Teamsters won recognition of their union for carhaulers and a tentative contract that provides job security and coverage under the national agreement with the carhauling industry.

"The company caused this strike by threatening workers instead of negotiating with the union those workers selected," IBT President Ron Carey said.

Some 85 drivers employed by Transportation Unlimited of Cleveland, Ohio, walked out Oct. 30 in a dispute over recognition of the union. The carhaulers, who deliver Saturns to dealers, voted overwhelmingly Sept. 12 for representation by the IBT, replacing an independent union that members claimed provided substandard wages.

Transportation Unlimited leases drivers to Quality Automotive Transport, a subsidiary of Ryder, the nation's largest unionized carhaul company. Saturn assembly-line workers and workers for Ryder in Spring Hill are represented by the UAW.

The tentative agreement brings the TU workers under the IBT's master agreement with carhaulers and provides substantial raises to bring their wages to current national standards, the union said.

The union said QAT has assured TU that it will not cancel its lease agreement because the workers are now under the IBT national contract.

The company also guaranteed continued employment for TU drivers if it ever cancels the lease contract for other reasons.

"This agreement delivers decent wages and job security. Now that the workers who deliver Saturns are covered under the national agreement, they will be in a strong position to win wage and benefit improvements in future negotiations," Carey said.

Federal workers gain locality pay raises

By Sharon A. Rosier

President Clinton brightened the holiday spirits of thousands of federal government workers with the approval of locality pay.

"We're happy that we were able to reach a compromise so that locality pay will start next month," said Government Employees President John Sturdivant. "In the long run this will improve the quality of work and the ability of the government to retain employees."

Effective Jan. 1, 1994, the pay adjustments range from 3.09 percent in most places to as high as 6.52 percent in the Houston area. The locality percentage rate is applied to each employee's base salary.

Locality rates are offset by any special salary rate, interim geographic adjustment or special law enforcement geographic pay adjustment an employee may be receiving.

Locality pay is designed to reduce to 5 percent the gap in salary between federal workers and workers in the private sector doing essentially the same job in different regions of the country. But the January increase represents only 20 percent of that goal, said Anthony Ingrassia, acting chairman of the Federal Salary Council.

The Bureau of Labor Statistics calculated the gap for 28 areas of the country. Federal government jobs in Baltimore, Washington and northern Virginia, for example, were lumped together and compared to private-sector jobs in Washington. This gives these federal workers a 4.23 percent raise in January.

All General Schedule employees in the contiguous United States and the District of Columbia will receive an increase, except those who are already being paid at a special salary rate, including interim geographic adjustments or special law enforcement pay adjustments. Those workers will not receive an increase until the locality increase exceeds the special rate they are currently receiving.

Because of the high cost of living in Hawaii, Alaska and U.S. territories and possessions, workers there are paid under a separate system.

Locality pay and the GS increase were mandated by the Federal Employees Pay Comparability Act of 1990.

Inbrief

Philly janitors OK new three-year pact

More than 3,000 janitors represented by Service Employees Local 36 ratified a new three-year master agreement with Philadelphia's downtown commercial office building contractors.

Ratified by 40-1, the contract provides across-the-board wage increases of $1.10 per hour and includes increases in employer contributions to the health care and pension funds.

The contract applies directly to some 1,800 janitors, mechanics, engineers and elevator operators whose employers negotiate through Building Operators Labor Relations Inc. Another 1,200 workers are covered under clauses committing employers to follow the terms of the master contract.

Oklahoma prepares for election year

Oklahoma City

Delegates attending the Oklahoma AFL-CIO 19th biennial convention passed resolutions to increase labor's presence in the 1994 elections.

The 210 delegates voted to schedule the state's COPE convention almost two months earlier than in past years and to encourage locals to conduct voter registration drives as a means of becoming more involved in the political process.

Ross Williams was elected to a second term as president and secretary-treasurer, positions consolidated in a change of the state federation's by-laws several years ago.

Speakers included AFL-CIO Employee Benefits Director Gerald Shea; COPE Director Richard Walsh; Public Employees Department President Al Bilik; Communications Workers District VI Vice President Victor C. Crawley; Gov. David Walters (D), Lt. Gov. Jack Mildren and Labor Commissioner David Renfro.

Massachusetts urges 'no' on privatization

Boston

Massachusetts AFL-CIO convention delegates concentrated their efforts on passage of a state anti-privatization bill and the campaign to stop the North American Free Trade Agreement.

"We will be united as never before to achieve victory on these critical issues," said Massachusetts AFL-CIO President Joseph Faherty.

A panel of public employees who have been victimized by privatization drew attention to the convention's call for immediate passage of anti-privatization legislation pending in the Massachusetts state senate. Panelists included Clia Weislo of Service Employees Local 285, Laura Spencer of AFSCME Council 93, Sandy Felder of SEIU Local 509 and Dan Burton of Carpentars Local 589.

Electronics Workers President William H. Bywater was among a parade of speakers against NAFTA, which later was passed Congress after the convention. Faherty told the delegates he would continue to challenge Rep. Joseph Kennedy to a debate on NAFTA after Kennedy announced his support of the agreement.

Delegates also passed a constitutional amendment to restructure the state AFL-CIO executive council, switching from countywide elections to automatic representation by the 13 elected presidents of local AFL-CIOs. This will ensure a direct link between the state federation and the central labor councils, the federation said.



AFL-CIO photo

Toycotters gather in front of a Toys 'R' Us in Miami to distribute leaflets and urge holiday shoppers to reject toys made in China because of that country's worker and human rights abuses. Toycott activities extended across the country during the holiday season, including events Dec. 10 to mark International Human Rights Day.

Maine votes increase in per capita, board

Rockport, Maine

Under the banner of solidarity, delegates to the Maine AFL-CIO convention passed several measures expressing their unity and targeting their shared concerns.

The 172 delegates also voted for a five-cent per capita increase and added the state's four central labor council presidents to the executive board. The per capita increase, from 95 cents to $1, is effective in January.

Edward Gorham was re-elected to a fifth term as secretary-treasurer. The term of President Charles O'Leary is not up until 1995.

Delegates passed resolutions criticizing the labor practices and inadequate compensation at SAMS and Wal-mart retail stores and calling for an increase of the state's minimum wage to a permanent level indexed at 60 percent of the state's average weekly wage.

Speakers included AFL-CIO Regional Director Frank Myers and COPE Regional Director Michael Noonan, as well as Claudia Bradbury of the AFL-CIO Employee Benefits Department.

Mechanics re-elect LaRiccia, Hoffman

Columbus, Ohio

Robert LaRiccia and Richard Hoffman were re-elected president and secretary-treasurer of the Mechanics during the union's two-day convention. William Hartman was re-elected vice president.

Among the resolutions passed by the 26 delegates were a condemnation of the North American Free Trade Agreement and a pledge to work actively to pass national health care reform.

The Ohio-based tool, dye and molding union, formally the Mechanics Educational Society, has 3,000 members in 20 locals who work in New York, Ohio and Michigan.

Tighter rules offered for mill pollutants

The Environmental Protection Agency has proposed stricter rules for release of air and water pollutants from pulp and paper mills.

The draft regulations require mills to all but eliminate dioxin discharges into rivers by 1998. Emissions of air pollutants also would be cut.

The Paperworkers are preparing a lengthy document to be submitted to the agency during the current 90-day comment period.

"UPIU fully supports the intent of the EPA to work toward clean air and clean water in our communities," said UPIU spokesman Keith Romig. "In fact, in 1988 our convention unanimously passed a resolution urging the gradual elimination of dangerous chemicals from the pulping process.

"Nevertheless, we urge the EPA not to force any changes that are not fully justified and to proceed at a pace that will allow the industry to remain economically viable."

Chemical Workers get safety training pact

The Chemical Workers and Monsanto Co. have agreed to a two-year arrangement through which the union will provide workers with on-the-job health and safety training.

Monsanto will pay for the cost of training workers at its J.F. Queeny plant in St. Louis under the agreement, which covers 150 union workers as well as supervisors at that facility. Negotiations are under way to cover workers at three other Monsanto plants in the area.

"This significant agreement marks the first time the ICWU has signed a contract with any company to directly train workers at a chemical plant," said ICWU President Frank Martino.

The training will include instruction in workplace hazards, handling dangerous materials, safety procedures, proper emergency response and federal guidelines that govern workplace and environmental safety.

OSHA looks at ways to set rules priorities

A system to help set priorities in standard setting is under development by the Occupational Safety and Health Administration, an OSHA official said.

Steve Witt, an assistant in the office of the OSHA administrator, said the system would seek to develop health and safety standards that would affect the greatest number of workers from the most serious hazards.

He said the agency was attempting to respond to criticism that OSHA is too slow to develop worker protection standards. He said it was the agency's hope to have the system in place by the end of 1993.

Pepperidge Farm ruling under review

The U.S. Department of Labor has won its appeal and another chance to prove cookie assembly lines at a Pennsylvania Pepperidge Farm Inc. facility posed an ergonomic hazard to workers.

The Occupational Safety and Health Review Commission agreed with a petition by Secretary of Labor Robert B. Reich and is reviewing a previous decision that threw out 175 alleged ergonomic violations cited under OSHA's general duty clause.

The dispute centers on the use of that clause to cite ergonomic hazards. The administrative law judge in the case had ruled that the clause was not sufficient to put the company on notice of what workplace practices it could have followed to avoid the alleged hazards.

OSHA is considering the development of a specific regulation to deal with ergonomic hazards, the fastest-growing category of occupational injury.

Construction panel nominations sought

The Occupational Safety and Health Administration is seeking nominations for the Advisory Committee on Construction Safety and Health.

The 15-member committee advises the secretary of labor on occupational safety and health activities in the construction industry. Five employee representatives are included on the panel.

Nominations should be in the form of a letter stating the membership category for which the person is recommended and include a resume, date and place of birth, current address, telephone number and Social Security number.

Letters should be sent no later than Jan. 15 to Tom Hall, OSHA Division of Consumer Affairs, Room N-3647, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

ECONOMY

Jobless rate fall masks underlying weaknesses

By John R. Oravec

While the nation's jobless rate took a welcome drop from 6.8 percent in October to 6.4 percent in November — the lowest mark since the depths of the Bush recession in 1991 — problems remain for the U.S. work force as major corporations initiated another flurry of layoffs.

The Bureau of Labor Statistics reported that the number of jobless workers declined by 534,000, but that still left 8.3 million on the unemployment rolls and only 3.6 million were drawing jobless benefits.

Although payrolls expanded by 208,000, the average duration of unemployment worsened from 18.6 weeks to 19.3 weeks. More than 3 million workers were jobless 15 weeks or longer.

Jobs creation is still lagging far behind the pace of recovery from two previous recessions, AFL-CIO economist Markley Roberts said. In the 32 months since the March 1991 recession trough, only 2.5 million payroll jobs have been added. During comparable 32-month periods, payrolls grew by 7.6 million following the 1975 recession and by 8.8 million after the 1982 recession.

Labor Secretary Robert B. Reich attributed the relative lack of job creation to a drastic change in the economic situation.

"Unlike past economic recoveries where people were called back to their old jobs, a large portion of unemployed workers today need to get new jobs," Reich said. "Because of technological change, increased global competition, corporate and defense downsizing, the old rules for getting your job back don't apply. It still takes workers too long to get a new job."

Roberts noted that more than 15 million workers remain unemployed or under-employed. They include the 8.3 million officially jobless, 1.1 million discouraged workers and 6 million confined to part-time jobs because they can't find full-time work.

Roberts pointed out that employers continue to hold back on rehiring laid-off workers, while resorting to overtime to meet production demands. The manufacturing workweek of 41.7 hours is at the highest level since World War II, he noted, and factory overtime is at a record high of 4.4 hours, he said.

Most of the payroll growth in November came in the lower-paying services sector, which added 152,000 jobs. Construction added 27,000 jobs last month, while manufacturing added 30,000 jobs.

Although factories expanded payrolls by a total of 42,000 in October and November, they have a long way to go to make up for layoffs earlier this year. Manufacturers slashed 256,000 workers from their payrolls between February and September.

More bad news followed the BLS release of the November jobs data as several blue-chip corporations disclosed plans to lay off tens of thousands of workers.

● Xerox Corp. said its payroll would be reduced 10 percent by eliminating more than 10,000 jobs in a move to "increase revenue growth." Half of the job cuts are scheduled for 1994 and the remainder come in two to three years. It did not reveal which plants would be shut down.

● RJR Nabisco said it would lop off 6,000 jobs, 9.5 percent of its work force, to improve profitability. The job reductions will be spread among its R. J. Reynolds tobacco operations and its Nabisco foods group.

● McDonnell Douglas Corp. said it will eliminate 1,150 jobs with the shutdown of a military aircraft plant in Tulsa, Okla. The defense manufacturer has slashed some 60,000 jobs since mid-1990.

● Boeing Co. said it would cut another 3,000 jobs on top of the 28,000 layoffs it announced earlier for 1993 and 1994. The airplane manufacturer already has slashed 14,000 jobs this year.

● Philip Morris Cos. will cut 14,000 jobs from worldwide operations, including 900 workers at its Miller Brewing subsidiary with the closing of the Fulton, N.Y., brewery.

● AT&T said it would reduce consumer long-distance operations, but refused to disclose how many workers would be affected. The Wall Street Journal estimated that 4,500 jobs would be cut.

According to analysts at a Chicago jobs placement firm, 645 companies have announced layoffs of more than 600,000 workers so far this year. That amounts to more layoffs than for all of the 1991 recession year.

November unemployment rates in the key sectors were 11.7 percent in construction, 7.1 percent in mining, 6.6 percent in manufacturing and 6.2 percent in services.

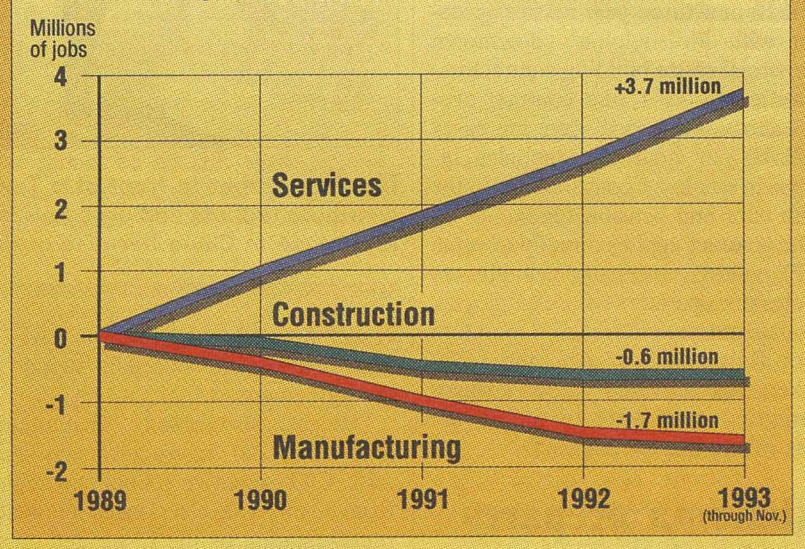
BLS said the jobless rate for adult men dropped half a percentage point and eased by 0.1 percent for adult women to 5.8 percent for both groups. It declined for teenagers by 1.3 percent to 18.1 percent.

The unemployment rate declined 0.6 percent to 5.6 percent for whites and 1.1 to 10.4 percent for Hispanics, but rose 0.8 for blacks to 12.5 percent.

Unemployment rates in eight major states exceeded the national average: California, 8.6 percent; New York, 7.5 percent; Pennsylvania, 7.2 percent; Michigan, 7 percent; Texas, 6.9 percent; Massachusetts, 6.6 percent; and Florida and Ohio at 6.5 percent.

Significant statistics

Changing employment
Better-paying jobs disappear



Better-paying jobs are evaporating for American workers. Since 1989, the nation has lost some 2.3 million jobs in the goods-producing industries while the lower-paying services sector has added 3.7 million jobs. Last month, Bureau of Labor Statistics data showed gross weekly earnings averaged $500 for factory workers, $557 for construction workers and $356 for services workers.

Unemployment rate	
November	6.4 percent
Jobless workers	8.3 million
Real GDP	
Third quarter	+2.7 percent
Leading indicators	
October	+0.5 percent
Factory orders	
October	+1.2 percent
Construction spending	
October	+2.5 percent

AFL-CIO NEWSGRAFIC

Economic signals point to fourth quarter upswing

Based on a series of government reports, the economy is showing signs of perking up in the fourth quarter despite glitches in the jobs picture.

Positive signals were flashed by the latest data on construction spending, housing starts, factory orders and leading economic indicators.

But as more major corporations outlined plans for downsizing operations with further cutbacks in payrolls to boost their stock value and profits, analysts voiced concerns that the burst in economic activity may be short-lived.

Even so, President Clinton's chief economic adviser Laura D'Andrea Tyson insisted that recovery from the Bush recession is "on track" for creating 8 million jobs over four years.

"All the reports we've gotten in the past several weeks confirm the basic conclusion that the pace of the recovery has picked up," Tyson said. "Overall, we believe we're on track" for a stronger second half of the year and 3 percent growth next year.

Among the key reports:

● The government's index of leading economic indicators rose 0.5 percent in October, the third consecutive monthly gain, the Commerce Department said.

The index rose 0.2 percent in September and 0.5 percent in August, after slipping 0.2 percent in July.

Nine of the 11 indicators contributed to the October increase, including consumer expectations, initial claims for jobless benefits, new factory orders for consumer goods, changes in sensitive materials prices, contracts and orders for plant and equipment, the average workweek, building permits, and changes in unfilled factory orders for durable goods.

● Factory orders also increased for the third month in a row with a 1.2 percent rise in October to $258.4 billion, the highest on record.

For the first 10 months of the year, new orders are running 5.9 percent above the year-ago period, the Commerce Department said. October shipments edged up $0.1 billion to $260.2 billion, also a record.

New orders for durable goods rose 2.6 percent to $136.6 billion, while billings for non-durable goods dipped 0.3 percent to $121.8 billion.

● Construction spending was up for the sixth consecutive month with a 2.5 percent jump in October to an annual rate of $485.8 billion, another record.

The Commerce Department said $387 billion in new construction was put up during first 10 months of 1993, an increase of 6.8 percent over the year-ago period.

Residential building activity advanced 3.1 percent in October, led by a 4.1 percent rise in single-family housing. Non-residential construction edged up 0.2 percent.

● The economy grew at an annual rate of 2.7 percent in the third quarter after a 1.9 percent rise in the second quarter, the Commerce Department said in its updated report on the gross domestic product.

The GDP was revised downward from the 2.8 percent gain reported earlier, because imports were higher than government stataticians originally estimated.

Contributing to the GDP pickup were gains of 4.4 percent in consumer spending, 7.4 percent in business investment, and 10.9 percent in residential construction. On the downside were net exports of goods and services, and federal government purchases.

— John R. Oravec

Legal Services attorneys strike for justice

By James B. Parks

Legal assistance to thousands of New York City's poorest residents ground to a halt as Legal Services of New York refused to bargain with its UAW-represented employees, forcing more than 350 attorneys and support staff out on strike.

The workers, members of the Legal Services Staff Association (LSSA), Legal Services Workers, UAW Local 2320, have been without a contract since June 30.

Management, claiming financial problems, broke off negotiations Nov. 8 and unilaterally imposed a reduced health care system that could cost some union members as much as $1,000 more per year for coverage. Management also is demanding that the workers accept a two-year wage freeze.

LSNY terminated the "step" system by which workers receive automatic pay raises on the anniversary of their hiring. The benefit was won after a four-month strike in 1991.

A strike deadline of Nov. 29 was extended one day after management promised to present a new offer. No new offer was made and the workers walked out Nov. 30.

"Union members are told that there is not enough money even for minimal wage increases (while) management has given itself large, unjustified pay increases and has failed to take the most elementary steps to ensure fiscal health."

— UAW Local 2320 President Scott Sommer

No new talks are scheduled between the workers and LSNY, a non-profit private organization, which receives nearly $24 million annually from state, local and federal governments.

Despite cries of poverty, LSNY's management lawyers gave themselves raises of up to 50 percent over the past two years, according to the organization's federal funding application. Meanwhile, non-management attorneys at LSNY are among the lowest-paid public interest lawyers in the city.

"LSNY's position is outrageous," said LSSA President Scott M. Sommer. "On the one hand, union members are told that there is not enough money even for minimal wage increases. On the other hand, management has given itself large, unjustified pay increases and has failed to take the most elementary steps to ensure fiscal health."

The attorneys and staff are seeking a two-year contract that maintains comprehensive health care coverage and extends it to domestic partners. They also are asking for wage increases of 2.5 percent in the first year and 5 percent in the second year and continuation of the step system. Finally, they requested policies on affirmative action and an employee assistance program.

Community support for the attorneys and staff is growing. Members of the Association of Legal Aid Attorneys (ALAA) refused to cross picket lines at various courthouses. Although LSNY and ALAA attorneys provide the same services to low-income residents, the striking lawyers are paid substantially less, the union said.

"LSSA has our full support in their struggle for a decent contract," said ALAA President Michael Letwin. "We are outraged that LSNY management is refusing to give our colleagues even minimal wage increases and that they have been forced out on strike again."

Several members of Congress also have called for a "comprehensive review of expenditures of federal funds" to LSNY if services to the community are interrupted in the strike.

Resources

Persons exposed to asbestos on the job may be eligible for a portion of a $1 billion proposed settlement in Carlough vs. Amchem, which will be presented to the U.S. District Court in Philadelphia for final approval on Feb. 22. Workplaces covered in the proposed settlement are: Amchem Products, A.P. Green Industries, Armstrong World Industries, C. E. Thurston and Sons, CertainTeed, Danna, Ferodo America, Flexitallic, GAF Management (previously called National Gypsum), National Services Industries, Nosroc, Pfizer, Quigley, Shook & Fletcher Insulation, T & N PLC, Union Carbide Chemicals and Plastics and U.S. Gypsum. For more information call 1/800-847-2727.

California union members who participate in various Union Privilege programs and live in areas devastated by the recent fires, may be eligible for payment extensions, financial assistance as well as other special help, said Union Privilege President David Silberman. Call 1/800-472-2005 for information.

CONFERENCE

The AFL-CIO will hold a **Service Contract Act Institute** Jan. 17-21, 1994 at the George Meany Center for Labor Studies. The institute is co-sponsored by the Economic Research and Organization and Field Services departments of the AFL-CIO, along with the Meany center. The registration fee is $90 per person. For more information contact John Zalusky at 202/637-5173 or Janice Underwood at 301/431-6400.

TEXTS

The AFL-CIO reaction to congressional passage of the North American Free Trade Agreement, plus final comments before passage, are available from the AFL-CIO in four documents: transcripts of AFL-CIO President Lane Kirkland's Nov. 15 reporters roundtable and his Nov. 18 press conference with Executive Council members, Secretary-Treasurer Thomas R. Donahue's appearance on NBC Meet the Press Nov. 21, and a letter from Kirkland and Donahue to trade unionists. All are available from the AFL-CIO, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

VIDEO

Ready, Aim...Retire is an educational video and guidebook designed to assist retirees who are having difficulty deciding what to do. The cost is $19.95 plus $3.50 shipping and handling.

For copies of the video, write CB Visuals, 729 Ninth Ave., #144, Huntington, W.Va. 25701.

The Farm Workers are offering a free video. **No Grapes,** on the dangers of pesticides used by California growers of table grapes.

For more information, write the UFW at P.O. Box 62, Keene, Calif. 93531 or call 800/835-7671.

AUDIO

Labor musician Joe Glazer and Collector Records are offering special deals on two traditional labor song collections, Joe Glazer Sings Labor Songs I and Labor Songs II. The cassettes are $10 each, with discounts on orders for five or more. To order, call 301/949-2033.

PUBLICATIONS

Total Quality Partnership — A Vision for the Future details actions needed to build a full partnershp between government and federal workers and their unions.

The report was developed by the Government Employees along with the unaffiliated National Treasury Employees Union and National Federation of Federal Employees.

For more information, contact Diane Witiak of AFGE at 202/639-6423.

Newsmakers

Jane R. Goodman is the new director of communications for the Flight Attendants. Goodman previously was a communications and media specialist with the Laborers.

Enzo Friso announced Dec. 1 that he would resign at the end of 1994 as secretary-general of the International Confederation of Free Trade Unions because of family and personal reasons. The ICFTU comprises 164 national trade union federations, including the AFL-CIO, representing 113 million workers in 117 countries.

UP scholarships total $150,000

The Union Privilege Union MasterCard Scholarship Program has $150,000 in awards to distribute in 1994.

The program is open to members, their spouses and children, of participating unions in the Union MasterCard program, regardless of whether they carry a MasterCard.

The program offers students one-time cash grants of $1,000 to $4,000 to help pay the costs of higher education.

Members interested in receiving 1994 scholarship applications should send their requests on a postcard containing their name, return address and union affiliation to Union MasterCard Scholarship, P.O. Box 907, Minneapolis, Minn. 55440-0907.

The application deadline is March 15 and recipients will be announced June 30.

To qualify, applicants must be accepted into or be attending an accredited university, college or community college, or a recognized trade or technical school by June 30, 1994. Graduate students are not eligible. At least one year of continuous, good-standing membership in a union is required to apply.

Scholarship selections will be based on academic achievement and potential, character, leadership abilities, social awareness, career goals and financial need.

Along with the entry form, each applicant must submit one reference and an essay of 500 words on his or her interests and aspirations, as well as an explanation as to why he or she is deserving of a union scholarship.

Thus far, the Union MasterCard has awarded more than $180,000 to more than 100 scholarship recipients from 45 unions.

Han still fighting for citizenship

Han Dongfang, leader of China's independent labor movement, is continuing his struggle to return to his homeland, despite a setback in a Chinese court and continued harassment from Chinese officials.

After the court summarily dismissed Han's suit to regain his citizenship, Chinese officials on Nov. 11 ordered that he be prevented from boarding a flight from Hong Kong to Beijing.

The next day, Han walked over the border at a bridge crossing, but was prevented from going even further. He nevertheless spent the night there on the Chinese side and vowed he would not give up.

Han, a 30-year-old railroad worker and recipient of this year's George Meany Human Rights Award, founded the Beijing Workers Autonomous Federation, China's first independent trade union since the Communist takeover in 1949.

He sued China's Public Security Ministry for unlawfully canceling his passport. He has stayed in Hong Kong since being thrown out of China on Aug. 14.

Han was jailed during the crackdown on the Tiananmen Democracy Movement in 1989. While in prison, he was tortured and deliberately exposed to tuberculosis infection. He was given improper medication and suffered two relapses before the Chinese government finally released him, near death, 22 months later in 1991.

Still ill, he was refused permission to leave to seek medical attention in the West until the summer of 1992.

The AFL-CIO protested Han's expulsion in a letter to the Chinese premier and urged the U.S. government to oppose China's bid to host the Summer Olympic Games in the year 2000.

Hightower uses wit to wake 'sleeping giant'

By Muriel H. Cooper

Jim Hightower is a funny guy with a serious message.

For two minutes every weekday on 46 radio stations nationwide, the former Texas agriculture commissioner turned populist radio commentator packs the airwaves with such quips as "the true spectrum in American politics is not from right to left, it's from top to bottom and it's high time we put the jam jar on the lower shelf so more folks can reach it."

Hightower created his radio program to be "the whisper in the left ear to counter some of the cacophony they're getting in the right ear: Rush Limbaugh, Paul Harvey..."

His intention, Hightower said, is to "tap into the sleeping giant out there."

"My goal is not to become a radio personality, but to put forward a solidly progressive viewpoint," he said. "I want listeners to get mad, get moving, and take charge. Too often, folks wait for politicians to take the helm in rough water, and that's what I want to change."

His radio broadcasts, co-sponsored by the AFL-CIO, have touched on a number of worker issues — from janitors demanding dignity to "permanently replaced" strikers at Diamond Walnut to workers dislocated when factories desert U.S. communities for cheap-labor markets overseas.

Throughout the debate over the North American Free Trade Agreement, Hightower provided the voice of reason and wit.

"Apologists for NAFTA keep claiming that it's not an attempt to steal jobs from U.S. families. Sure. And Bonnie and Clyde were just going from bank to bank hunting the best rates on premature withdrawals," he said.

Unions have been helping Hightower spread his message, urging local radio stations to pick up his daily dose of common sense. Hightower is "one of the best at crafting a message that's immediately understood by working Americans," said Rex Hardesty, director of the AFL-CIO Information Department.

Hightower worked in Washington on agricultural projects and on presidential political efforts before he went home to Texas and won statewide election.

He became a popular agriculture commissioner because he kept his eye on the little guy. He now serves as chairman of the Financial Democracy Campaign, an alliance of consumer, church, labor and farm groups organizing in opposition to the fallout of the savings and loan and bank crises.

"He gets 'em in the tent with laughter, and then they're stuck for the sermon," writes national columnist Molly Ivins. "He can denounce political sin and praise political glory and preach populist redemption as well as anyone you've ever heard."

HIGHTOWER ON SOCIAL JUSTICE

On taking a stand in politics:

"There's nothing in the middle of the road but yellow stripes and dead armadillos."

On Labor Day:

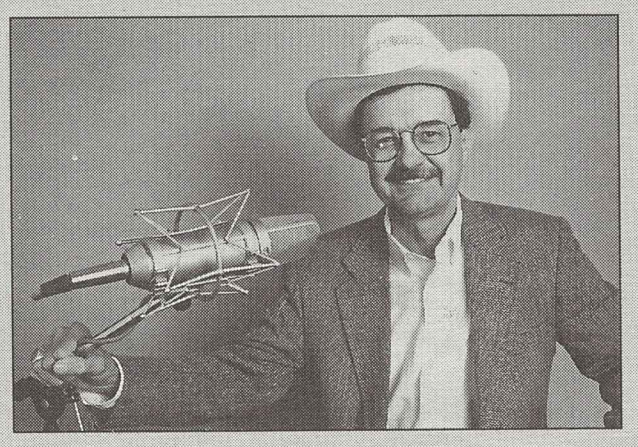
"Our society still 'celebrates' the work ethic . . . but our economy 'demeans' working people. That's why you hear so many folks sing out 'TGIF.' But, you never hear anyone say 'TGIM.' "

On bosses who "permanently replace" strikers:

"Did you know that Boss spelled backward is Double-S.O.B?"

On Fat Cat CEOs:

"The guys in the executive suites now average 157 TIMES what the average factory worker now earns. So here's an idea . . . Let's say we keep our factories and jobs here . . . and move our corporate headquarters to Mexico, Korea, Indonesia, wherever else we can get some reasonably priced chief executives?"



On Frank Lorenzo:

"As head honcho of Continental, Texas Air and Eastern, this swashbuckling egomaniac wrecked all three — as well as the lives of tens of thousands of employees — while pocketing millions of dollars for himself . . . other than that, he's probably an OK guy."

On Lee Iacocca:

"You see, under Iacocca's guidance, Chrysler Corp. has already moved nine plants and thousands of our jobs to Mexico. So when Iacocca stands up to speak on NAFTA . . . he's like a cat with feathers in his mouth."

VOLUME 38, NUMBER 26
DECEMBER 13, 1993

AFL-CIO NEWS

INSIDE

1 ***UMWA solidarity yields agreement***

Mine Worker ratification of a tentative, five-year contract with the Bituminous Coal Operators Association would end a seven-month strike by 17,700 UMWA members.

1 ***NAFTA vote mars congressional record***

Labor gives good marks on the first session of the 103rd Congress right up to the end — when passage of the North American Free Trade Agreement marred that good start.

1 ***Unions monitoring new training fund***

Displaced workers face long odds in getting training and income support from Title V of NAFTA, but unions will be watching to make sure the eligible are properly informed.

2 ***AFL-CIO outlines health care reform***

Unionists are preparing for a major education and training effort on health care reform, with labor groups across the country focusing on the essentials of reform legislation.

8 ***United, unions back in bargaining***

Machinists and Air Line Pilots resume buyout talks with United Airlines after intervention of a mediator as the Flight Attendants petition to rejoin the coalition.

10 ***Joblessness falls but recovery uneven***

November's drop in unemployment to 6.4 percent still leaves the jobs outlook murky, and less than half the nation's 8.3 million jobless are receiving unemployment benefits.

UNION YES

The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street N.W., Washington, D.C. 20006.

12/13/93